



35TH Fighter Wing Performance Plan Fiscal Year 2000

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SECTION II 39

Misawa Air Base Performance Plan



To the Men and Women of Misawa Air Base,

Our nation's armed forces are in the midst of a period of transition. Mandated by the nation which we serve, our transition reflects the end of the Cold War and the subsequent restructuring of the global community. We at Misawa Air Base are truly at the "tip of the spear" in terms of our mission and what we are able to offer to our gracious Japanese hosts. Change is never easy and success means pulling together as a team to meet challenges head on and shape the future of this installation and the Air Force. This performance plan is performance and results-based. It is aligned with the Headquarters PACAF Performance Plan and will help you put our installation initiatives into perspective and show you the direction we are going. I charge each member of TEAM MISAWA to become familiar with the contents of this plan and use it as a guide to establish, measure, and consistently achieve your unit goals.

//SIGNED//
STEPHEN G. WOOD
Brigadier General, USAF
Commander, 35th Fighter Wing

1. HOW AND WHY WE PERFORM PERFORMANCE PLANNING

Our basic mission strategy expectations are set by HQ PACAF. The Misawa Performance Plan sets forth our strategy for sustained performance in meeting the expectations.

Performance Planning is a systematic, data-driven process that integrates key quality requirements into the organization's short- and long-term operational performance planning. It involves a thorough, objective evaluation of how well a unit measures up to its aspirations. Furthermore, it involves the establishment of goals and the allocation of resources to meet them.

How do we perform performance planning? To achieve our performance planning goals, our senior leaders used a very simple process model that compelled us to ask ourselves, ***“Where are we?—current capabilities, Where do we want to go?—our vision and mission, How are we going to get there?—goals and Mission Essential Tasks (METs), How will we know?—performance measures.”*** This process provides us a systematic approach to achieving the goals which are the most important for our success as an installation.

Why perform performance planning? The Air Force Strategic Plan, Volume 2, states that MAJCOMs, NAFs, and wings should develop performance plans, which support the Air Force-level performance plan. Organizational performance planning “operationalizes quality” by establishing Air Force goals, aligning tasks to mission, and establishing performance priorities. The Air Force’s guidance is to simplify the quality program.

The days of stand-alone quality programs are over. Defining and measuring against established goals has never been a fad. There is so much data we are able to see on any given topic, but the intent of this plan is to clearly define tasks that lead to mission accomplishment, METs and measure our performance against task standards, and continue to improve task accomplishment using tools and techniques that make sense.

We were challenged early in the “quality journey” to define our key processes, measure them, and improve them. What we did was to work hard to do the best we could and to better what we always did. It just didn’t sit well with us to be told to now do our work with quality. We always measured processes and we are learning more and more what not to measure.

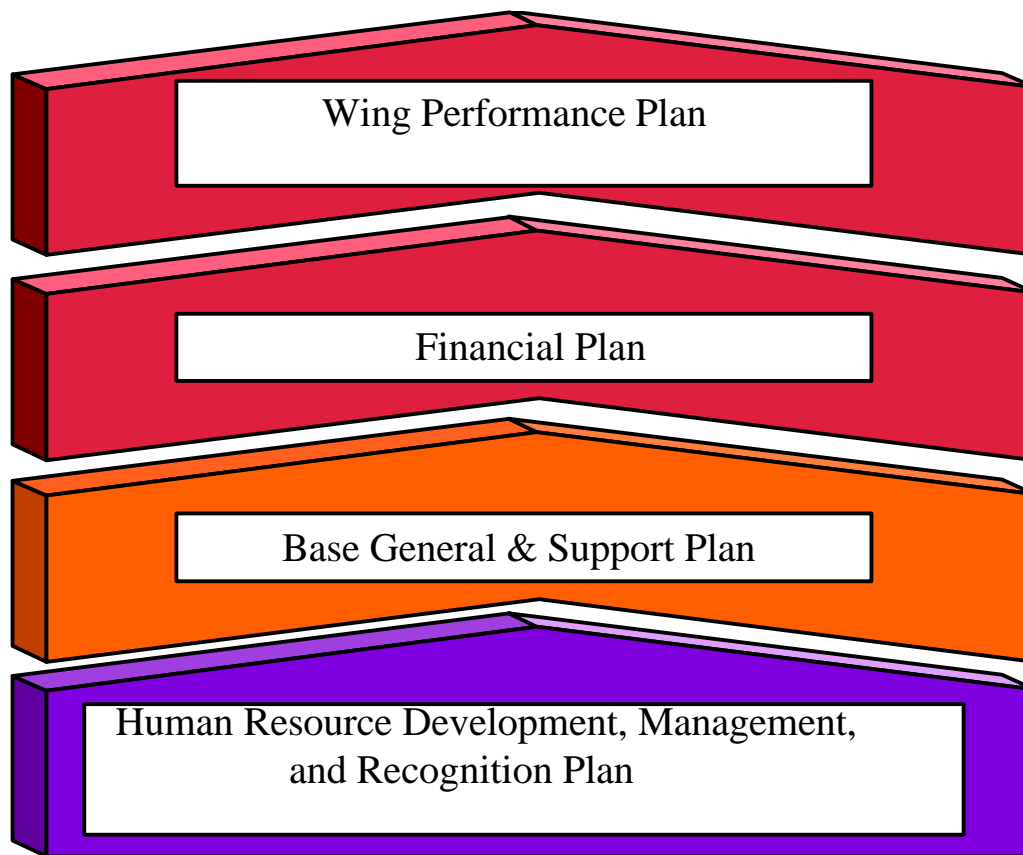
The United States Army developed a system to define essential processes or as we know them: Mission Essential Tasks. Each task is measurable with a standard that we must meet to achieve our wartime mission. The 35th Fighter Wing’s Performance Plan clearly links what we measure to what we are here to do. This enhanced linkage and holistic approach will enable us to more clearly see where our resources, time, people, dollars, and equipment must go to and where we must intervene to change a process to meet our mission.

ENSURING A HOLISTIC APPROACH

To align the wing toward a common focus, this performance plan integrates the following plans:

- A) 35th Fighter Wing Performance Plan FY00 (OPR: 35 MO)
- B) Base General Plan FY97-2002 (OPR: 35 CES)
- C) Base Support Plan Parts I & II (OPR: 35 LSS/LGLX)
- D) Financial Plan FY99-00 (35 CPTF)
- E) Human Resource Development, Management, And Recognition Plan
FY99-00 (35 MSS)

This alignment of plans allows a holistic approach to performance planning and provides wing leadership valuable information when making critical decisions on the future of the wing.



2. OUR VALUES

A fundamental building block of performance planning is a firm understanding of and dedication to our institution's values. Values provide us with a compass to direct us where we want to go. Values reflect a set of standards that we live by and describe who we are. They should be an example to others and help us define our direction as we pursue our vision, mission and goals. We must live in a way that supports and rewards our values.

AIR FORCE	PACAF	35TH FIGHTER WING
<ul style="list-style-type: none">• INTEGRITY FIRST• SERVICE BEFORE SELF• EXCELLENCE IN ALL WE DO	<ul style="list-style-type: none">• INTEGRITY FIRST• SERVICE BEFORE SELF• EXCELLENCE IN ALL WE DO• RESPECT ALWAYS	<ul style="list-style-type: none">• READINESS• STEWARDSHIP• FAIRNESS

The values of our higher echelons are inherent to the 35th Fighter Wing. In addition to our adopted Air Force core values are our operating principles of Readiness, Stewardship, and Fairness. **Readiness** is at the core of our existence. It says that we are trained, alert, and prepared to carry out the mission entrusted to us. **Stewardship** says that we will care for the resources under our control—the people, the equipment, infrastructure, environment and funds. Those we serve—our nation—deserve nothing less. **Fairness** is the cornerstone of our relations with those around us. We have a right to expect and a duty to treat others with respect regardless of individual differences or background.

3. MISSION ANALYSIS

While values provide us with a compass to guide us to our ideals, a firm understanding of our mission provides us with a concrete launching point from which to proceed. In this step in the performance planning process we produce the public mission statement, which clearly states why we exist, whom we serve, and what our key “mission” customers can request from their suppliers. Our mission analysis process completed an environmental scan which provided an on-going look at today’s issues and resulted also in the formulation of planning assumptions for our future working groups. We discovered, in our assessment of primary customers, suppliers, and their requirements, that our focus has changed in the way Quality Air Force’s internal/external customer relationship was applied in the past. This new approach focuses on the larger context of organizational existence, or a macro perspective in customer relationships. We are in alignment with Fifth Air Force, PACAF, and the Air Force.

AIR FORCE MISSION “Defend the United States through control and exploitation of air and space.”
PACIFIC AIR FORCES MISSION "Providing ready air and space power to promote US interests in the Asia-Pacific region during peacetime, through crisis, and in war.”
FIFTH AIR FORCE MISSION “Help defend Japan and promote regional security in the Pacific by providing forward presence and winning expeditionary aerospace power.”
35TH FIGHTER WING MISSION “Help defend Japan and promote regional security in the Pacific by providing forward presence and winning expeditionary aerospace power.”
35TH OPERATIONS GROUP MISSION “Provide theater commanders a professional, combat ready, deployable team, to support and sustain regional combat operations.”
35TH LOGISTICS GROUP MISSION “Effectively anticipate and support customer requirements.” (In revision)
35TH SUPPORT GROUP MISSION “Supporting the community through readiness, education, training, and fitness programs to support all wartime and peacetime requirements.”
35TH MEDICAL GROUP MISSION “Provide medical and health care in support of our wing mission and community.”



MISAWA AIR BASE, JAPAN: F-16 “Wild Weasel” Mission

The 35th Fighter Wing at Misawa Air Base, Japan, is one of three fighter wings in the Air Force to carry out the U.S. Air Force’s “Wild Weasel” mission. In this capacity, the wing’s F-16 Wild Weasels perform air-to-surface combat in its suppression of enemy air defenses, or SEAD, mission. The Wild Weasel’s primary weapon is the high-speed anti radiation missile, or HARM, which destroys enemy surface-to-air missile sites and their accompanying radar sites.

The Wild Weasel mission was developed during the Vietnam War in response to the growing surface-to-air missile threat over North Vietnam. The first Wild Weasel aircraft were converted F-100 Super Sabres packed with equipment that served as crude radar detectors. The initial strategy was to use these detectors on the F-100s to locate the general area of the SAM sites then keep the jets in the area until the missile site targeted the aircraft. The aircraft would then use its own weapons to destroy the missile and SAM site. Often, other aircraft were used to join the F-100s to attack the enemy positions.

The first Wild Weasel missions were flown in December 1965 and scored their first SAM site kill on 22 Dec 65.

The F-105G became the first aircraft to sport the “WW” tail insignia that’s become a trademark characteristic of Misawa’s F-16 Wild Weasels. Eventually, the Wild Weasel mission was passed on to F-4G Phantom aircraft, which carried an advanced radar warning and homing receiver to give Wild Weasel aircrews the ability to locate and target mobile ground threats. The Air Force also switched from using Shrike missiles to the advanced HARM system, which greatly improved the Wild Weasel’s ability to target and destroy enemy weapons.

During Operation DESERT STORM in January 1991, the Wild Weasels flew into Iraq along with the first waves of allied aircraft. During the air campaign, the Wild Weasels suppressed Iraqi defenses to allow coalition aircraft to engage the enemy and dominate the air. The once vaunted Iraqi air defense system was methodically destroyed in large part to the efforts of the Wild Weasels. Today, the Air Force’s Wild Weasel units continue to train and hone their combat skills to ensure they are ready to deal with any combat situation.

4. 35TH FIGHTER WING CUSTOMERS & SUPPLIERS

35 FW CUSTOMERS

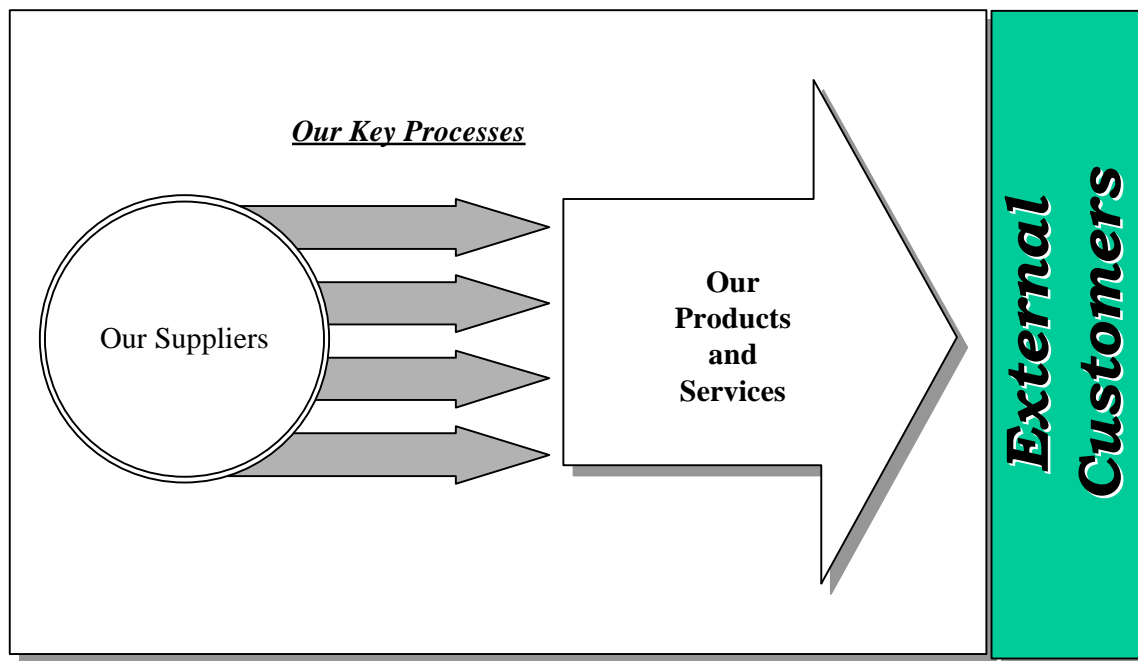
Our customers are our reason for existence. They provide us with direction and feedback on our products and services.

<ol style="list-style-type: none">1. USCINCPAC Command2. Commander, Pacific Air Forces3. Commander, US Forces Japan4. Commanders of 5 AF, 7 AF, 11AF, and 13 AF	<i>Primarily Mission Oriented</i>
<ol style="list-style-type: none">5. Misawa Installation Units6. Misawa Air Base and Northern Japan Communities	<i>Protection and Quality of Life</i>

35 FW SUPPLIERS

Suppliers are those who provide the inputs to our key processes -- they help determine our success before we start. The suppliers identified are the wing's key external suppliers.

1. Department of Defense
2. Government of Japan
3. Commercial Suppliers
4. Other Support Agencies



5. 35TH FIGHTER WING PRODUCTS AND SERVICES

Everything we do or provide ultimately leads to the production of these four items:

1. Ready Deployable Forces (RDF)
2. Quality Mission Support (QMS)
3. Wholesome Environment (WE)
4. Positive Community Relations (PCR)

35th Fighter Wing Customer and Product Matrix

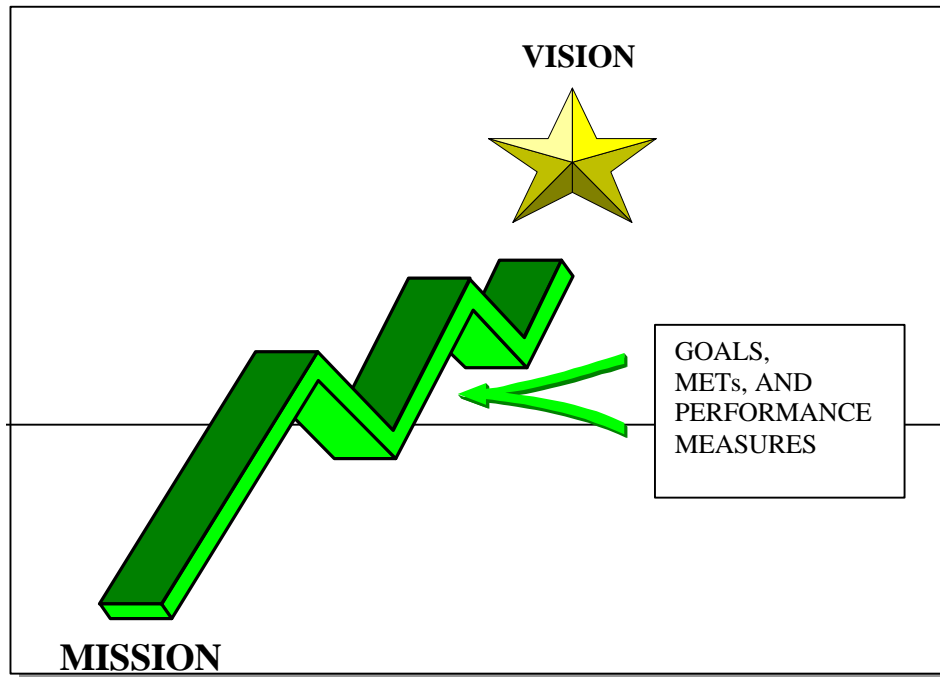
This matrix helps define which customers use our products and services, and which products and services are used the most by our customers. This matrix delineates customer prioritization.

	35th Fighter Wing Products and Services			
	<i>A. RDF</i>	<i>B. QMS</i>	<i>C. WE</i>	<i>D. PCR</i>
<i>Our Customers</i>				
1. USCINC Pacific Command	✓			
2. Commander, PACAF	✓			
3. Commander, UFSJ	✓			
4. Commanders of 5 AF, 7 AF, 11AF, and 13 AF	✓			
5. Misawa Installation Units		✓	✓	✓
6. Misawa Air Base Community		✓	✓	✓
7. Misawa City and Northern Japan Communities		✓	✓	✓

35 FW PRODUCTS

PRODUCT/SERVICE:	Description
<u><i>Ready Deployable Forces</i></u>	Mission Capable F-16s Joint/Bilateral Operations Trained Personnel Functional Equipment Required Supplies Initial Response Employment Readiness Deployment Regeneration Deployment: Contingency Contracting
<u><i>Quality Mission Support</i></u>	Qualified Personnel Suitable Facilities Adequate Resources Responsive Services Deployment Reception/Beddown
<u><i>Wholesome Environment</i></u>	Responsive Leadership Growth Opportunities Effective Recognition Healthy Environment Safe Environment Quality Housing
<u><i>Positive Community Relations</i></u>	Effective Joint/Bilateral Operations Dynamic Bilateral Activities Proactive Community Relations

6. VISION STATEMENT



With the foundation built by a strong understanding of our values and our mission, we are able to envision the future to determine what we aspire to become and how we can best meet the needs and expectations of those we serve. Our vision encourages us to strive beyond the present, provides focus, and helps determine our long-range goals. To consistently produce world-class combat airpower, we must utilize visionary leadership and a strong team concept. Therefore, we must ask ourselves: where do we want to be in 2 years; in 5 years? What is our vision? To reflect our strategic vision for the next millennium, senior leaders reformulated the wing's standing vision statement.

<p align="center"><u>35TH FIGHTER WING VISION</u></p> <p align="center">"The Dominant Fighter Wing in the Pacific and a World Class Community Ready to Project Combat Power—Anytime—Anywhere."</p>	
<p align="center"><u>FIFTH AIR FORCE VISION</u></p> <p align="center">"Building the World's Premier Forward Deployed Air Power Team...Joint-Bilateral-Dynamic."</p>	
<p><u>PACIFIC AIR FORCES VISION</u></p> <p>"The most respected air warrior team employing the full spectrum of air and space power, with our Asia-Pacific partners, to ensure peace and advance freedom"</p>	<p><u>AIR FORCE VISION</u></p> <p>"Global Engagement—A Vision for the 21st Century Air Force"</p>

7. ASSESSING OUR CAPABILITIES AND THE ENVIRONMENT

With our vision firmly planted in our minds, we can conduct an environmental scan and brainstorm performance issues that could impact our ability to perform or achieve our desired state. HQ Fifth Air Force, one of our primary customers and a key supplier of information, conducted an assessment which identified changes, strengths, weaknesses, opportunities, and threats (SWOT) in its area of responsibility and for units under its command authority. This SWOT analysis identified possible scenarios that could influence our wing's ability to meet our future mission requirements.

Environmental Scan and Performance Planning Assumptions

5 AF SWOT

	Looking at the environment associated with our AREA OF PRIMARY RESPONSIBILITY (external customers and suppliers)
<u>Changes</u>	<ul style="list-style-type: none"> • We see the customer and supplier relationship becoming more "Joint and Combined " • Japan Air Self Defense Force (JASDF) aircraft upgrades • Possible new Operations Plans (OPlan) obligations • New Bilateral missions--new Japanese missions, new US missions • Changes in the area command arrangements • Increase in regional conflicts • Decrease in Department of Defense Budget
Strengths, Weaknesses, Opportunities, Threats (SWOT Analysis)	
<u>Strengths</u>	<ul style="list-style-type: none"> • More developed Japan Self Defense Force (JSDF) structure • Increased Government of Japan (GOJ) presence in world events • Operational strength of "US Joint and Combined forces "and technology • US presence provides stable influence in the region
<u>Weaknesses</u>	<ul style="list-style-type: none"> • Funding uncertainties • Lack of fully developed interoperability of equipment • Security vulnerabilities on air bases in Japan
<u>Opportunities</u>	<ul style="list-style-type: none"> • Expansive use of well connected, high capacity Automated Data Processing Equipment • Improved interoperability of USAF/JASDF resources
<u>Threats</u>	<ul style="list-style-type: none"> • People's Republic of China influence in the region • US Pacific Command influence may decrease • Decrease in interoperability as JASDF procures the FSX jet • Increased danger of information/intelligence espionage

Assessing our environment: Area of primary responsibility (internal customers and suppliers)

<u>Changes</u>	<ul style="list-style-type: none"> • Level of fully sourced headquarters/subordinate unit augmentation • Expanding Commitments • Automation Integration • Downsizing of AF manpower • Changes in weapon systems • Climate and structure are becoming increasingly "Joint " • Bilateral environment is becoming more equal
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<i>Strengths, Weaknesses, Opportunities, Threats (SWOT Analysis)</i>	
<u>Strengths</u>	<ul style="list-style-type: none"> • Talented, self-motivated and proactive people--well trained • Awareness of QAF movement continues to grow • Positive working relationship with JASDF • Senior Leadership support for improving personnel recognition and quality of life concerns • Information, feedback, and interaction is good between HQ divisions, growth in local area network (LAN) capabilities
<u>Weaknesses</u>	<ul style="list-style-type: none"> • Little measurement being done • Limited Japanese language capability and understanding of culture, tradition, and norms • Lack of Operationalized Quality Air Force Principles <ul style="list-style-type: none"> -- Limited identification of processes -- No formal benchmarks or metrics -- Lack of formal customer feedback systems -- Perceived lack of empowerment
<u>Opportunities</u>	<ul style="list-style-type: none"> • Personnel, post-draw down, continue to improve -- more educated, eager, competitive
<u>Threats</u>	<ul style="list-style-type: none"> • Loss of USSR has removed simple, identifiable "threat " • Personnel training system/opportunity further reduced • Staff size limits breadth of core skills and background • Short manning authorizations to fully accomplish tasking

The environmental scan process should help us to separate the critical from the trivial and focus on the issues that both the wing and our customers face in the future. The block below highlights some of the ***assumptions*** made by HQ Fifth Air Force during their environmental scan.

1. Separate US Military Services will continue to exist and there will be an increased emphasis on "jointness. "
2. The concept of "forward presence "will continue, but modest force structure downsizing is inevitable.
3. There will be increased emphasis on conventional regional contingencies, humanitarian aid, United Nations tasking, disaster relief, evacuation, and other military operations other than war.
4. Host nation support will remain strong.
5. The GOJ, the Japanese people, the US Government and the US people will continue to support Fifth AF presence in this area of responsibility (AOR).
6. The Japan Air Self Defense Force (JASDF) will support efforts to increase the current level of bilateral contact.
7. Fifth AF wartime and peacetime missions will continue to evolve.
8. Funding for the Fifth AF exercise program will decrease.
9. Fifth AF will continue to be more involved in the development and execution of plans for their AOR.
10. HQ Fifth AF will increasingly assist wings to develop, plan, and execute exercises and operations related to their assigned tasks.
11. Regional threat assessment will be increasingly complex.
12. Fifth AF can reasonably expect some reduction in budget over the next 5 years.
13. Fifth AF may be responsible for a larger AOR.

14. Fifth AF will see a proliferation of both high-tech offensive and defensive weapons, including an increase in nuclear capability and force projection by several unpredictable countries. This includes weapons of mass destruction and delivery systems such as theater ballistic and cruise missiles.
15. Fifth AF Command and Control, Communications, Computers and Information (C4I) systems will continue to become more automated and be continually updated, to include integration of bilateral assets into an advanced communications architecture.
16. Fifth AF will become more technology dependent and aware of its requirement to prepare itself for information warfare responsibilities.
17. Quality of life for Fifth AF personnel will remain a constant focus of attention.
18. Fifth AF will become more concerned with environmental issues.

HQ PACAF SWOT Analysis Results

Strengths	<ul style="list-style-type: none"> • Skilled, motivated people • Multidimensional relationships • Intelligence/Surveillance/Reconnaissance (ISR) • Weapon system technology • Communications/computer technology • Forward presence • Information operations • Focus on innovation and efficiency
Weaknesses	<ul style="list-style-type: none"> • Geographical vulnerability • Age of resources/shortages/interoperability inadequacies • OPTEMPO/PERSTEMPO • Short tours/losing corporate knowledge • Lack of joint/combined approach • Bureaucratic barriers and redundant organizations
Opportunities	<ul style="list-style-type: none"> • Technology • Joint/combined plans and operations • Competitive Sourcing & Privatization (CS&P) • Air Force Performance Plan guidance
Threats	<ul style="list-style-type: none"> • Pacific Rim evolution • Cost to keep our edge • Adversarial strategies • Tyranny of distance • Military Operations Other Than War (MOOTW) • Natural phenomena

35th Fighter Wing (Strengths & Weaknesses)

<u>Strengths</u>		<u>Importance</u>					<u>Trend</u>	
	<u>High</u>	<u>Med</u>	<u>Low</u>		<u>Up</u>	<u>NC</u>	<u>Down</u>	
Talented, self-motivated and proactive people--well trained; ingenuity	X					X		
Government of Japan construction has contributed greatly to base modernization in Japan	X					X		
Awareness of QAF movement continues to evolve	X					X		
Senior Leadership support for improving personnel recognition and quality of life concerns	X				X			
GOJ funding for local national labor results in a considerable cost savings to the command	X					X		
Growth in local area network (LAN) capabilities		X			X			
Managing Warfighting	X				X			
Best bilateral relations with JASDF and Misawa City	X				X			
PACAF's understanding of medical appt. issues	X				X			
<u>Weaknesses</u>								
Personnel training system/opportunity further reduced	X					X		
Limited language capability and understanding of culture, tradition, and norms at overseas locations		X				X		
Getting experienced pilots to PCS to Misawa AB	X							
Low-level training ratios	X							
Lack of local community medical aid		X						
Must provide access to appointments within timelines		X						
Readiness mission impedes 25% of appt—no makeup		X						
Lack of operationalized Quality Air Force Principles	X				X			
Little measurement being done	X				X			

Note: The views expressed in the tables apply primarily to the 35 FW and Misawa AB. They may or may not be relevant to HQ PACAF as a whole.

35th Fighter Wing (Opportunities & Threats)

<u>Opportunities</u>	<u>Impact</u>			<u>Probability</u>		
	<u>High</u>	<u>Med</u>	<u>Low</u>	<u>High</u>	<u>Med</u>	<u>Low</u>
More developed Japan Self Defense Force (JSDF) structure			X		X	
Increased Government of Japan (GOJ) presence in world events		X			X	
US presence provides stable influence in the region	X			X		
Improved interoperability of USAF/JASDF resources	X				X	
Positive working relationship with JASDF	X			X		
Operational strength of “US Joint forces” and technology. New weapons technology	X			X		
Expansive use of well connected, high capacity Automated Data Processing Equipment		X			X	
Advertise testimonials on the Misawa homepage to aid in recruitment			X	X		
<u>Threats</u>						
Loss of USSR has removed simple, identifiable “threat”		X				
People’s Republic of China’s influence in the region	X			X		
North Korea’s ballistic missiles capability	X				X	
Security vulnerabilities on air bases in Japan		X			X	
Funding uncertainties		X			X	
Lack of fully developed interoperability of equipment		X			X	
Increased danger of information/intelligence espionage	X			X		
Outcome of continuing commercial sourcing and privatization program in Japan is uncertain		X		X		

Note: The views expressed in the tables apply primarily to the 35 FW and Misawa AB. They may or may not be relevant to HQ PACAF as a whole.

8. ASSESSMENT METHODS

Commanders at all levels need assurance that Air Force units can perform the mission, remain in compliance with directives, and are performing tasks in a quality way. In addition to the performance measures that are reported to Headquarters Air Force, the Air Force Performance Plan, Volume 2, explains how performance assurances occurs at three levels:

1.) Operational Assurance: Operational assessments (e.g., ORI, tactical evaluation) are invaluable as an independent, third party verification of unit capability. These assessments give commanders a critical and unique level of confidence that subordinate units are mission capable. In this sense, the operational assessment will continue as an integral part of the Air Force's overall assurance system.

2.) Compliance Assurance: Compliance assurance (e.g., standardization & evaluation, nuclear surety, safety) is necessary to ensure we, as an institution, comply with established standards—a prime example being Nuclear Surety Inspections. The Air Force Strategic Plan, Volume 2, addresses the directives governing compliance assurance.

3.) Task Assurance: Task assurance will indicate a unit's progress on meeting standards reflected in established METs. The intent is to provide mission focus in the midst of competing priorities. The Air Force Strategic Plan, Volume 2, provides greater detail concerning the conduct, reporting and utility of the task assurance progress. AFI 90-1102 also give background on performance management. The 35th Fighter Wing's METL should identify all of the METs that the commander can use to assess the health of the wing periodically, even daily. The AF/XP established a requirement for MAJCOM METLs that can be used for inspection purposes. The ORI will inspect only a portion of a unit's total METL, specifically those dealing with mission capabilities. The inspection criteria for the METL are being developed.

These assessments should provide meaningful feedback to our operators (everyone in the unit) and greater organizational improvement value to our commanders. While operational and compliance assurances focus more on our products than our processes, the task assurances are designed to test our ability to optimize our processes and meet the criteria of our mission essential tasks. The focus of this plan is on establishing, measuring, and accomplishing tasks that are the most important in meeting our mission requirements and taking care of our people.

9. Goals Alignment

Once we have analyzed the gap between our current capabilities and our envisioned state, we can concentrate on developing goals to bridge the gap. The matrix diagram below displays the goals alignment for HQ PACAF, Fifth Air Force, and the 35th Fighter Wing.

Pacific Air Forces Goals
1) Provide a Ready Force Second to None
2) Achieve the Highest Standards of Professionalism
3) Improve the Quality of Life for All Our People
4) Modernize our Infrastructure, Systems, and Equipment
5) Form Lasting Partnerships with Other Nations, Services, and Local Communities
6) Improve Stewardship of our Resources
7) Reduce the Cost of Doing Business
Fifth Air Force Goals
1) Strengthen US/Japanese Bilateral Relationships and promote Regional Stability in the AOR.
2) Provide and Maintain a Flexible, Operational Mobility Posture through Professional Planning and GOJ Coordination.
3) Improve Targeting Methods and Operational Command and Control through Integration and Optimization of Joint Air Operations Center (JAOC) Structure with emphasis on our Bilateral Environment.
4) Provide a Stronger Operational Aerospace Defense by Integrating Deliberate Planning, Technical Interoperability, Timely Coordination, and Unambiguous Command and Control.
5) Motivate 5 AF People through Leadership by Example, Proper Training, Improved Quality of life, a Focus on Safety, and by Placing the Right People in the Right Jobs.

35 FW Goals

- 1) Maintain a High State of Combat Readiness.
- 2) Forge a Responsive Support Structure.
- 3) Enhance our Community's Quality of Life.
- 4) Strengthen US-Japanese Relations.



GOAL 1 – MAINTAIN A HIGH STATE OF READINESS

Mission objectives deal with organizing training, equipping, sustaining and protecting combat forces. The employment of PACAF forces must capitalize on air power's advantages by maximizing and sustaining combat power, minimizing deployment footprints, and fostering unity of command in order to present a single air power face to the joint force commander. Readiness our forces implies anticipating how, when , and where our forces may be called to serve, and organizing them in the best way possible to interact with other services and countries. Readiness includes the research, study, training, and practice of aerospace power to bring about a favorable outcome and accomplish the objectives. Readiness ensures the right equipment, people, and resources are able to deter conflict whenever possible or, if hostilities develop, to end them swiftly under favorable conditions.



GOAL 2 – FORGE A RESPONSIVE SUPPORT STRUCTURE

Qualified personnel, suitable facilities, and adequate resources are critical to sustaining mission performance. Responsive Air Base Operations and sustained mission support are the benchmarks. The ability to provide responsive staging of beddown and reception of forces is also key. Proper execution also means maintaining stewardship of the resources we are provided and using them properly to benefit TEAM MISAWA.

GOAL 3 – ENHANCE OUR COMMUNITY’S QUALITY OF LIFE



We work hard to attract the best men and women our country has to offer. Successful mission accomplishment hinges on creating a professional environment where our people can thrive, and an Air Force community environment where they can flourish. Taking care of the force’s physical, mental, and spiritual needs is essential to ensure our people have the desire, commitment, determination, and focus to meet the challenges of a tough mission. We seek to ensure our airmen and their families have the kind of quality of life they so richly deserve.

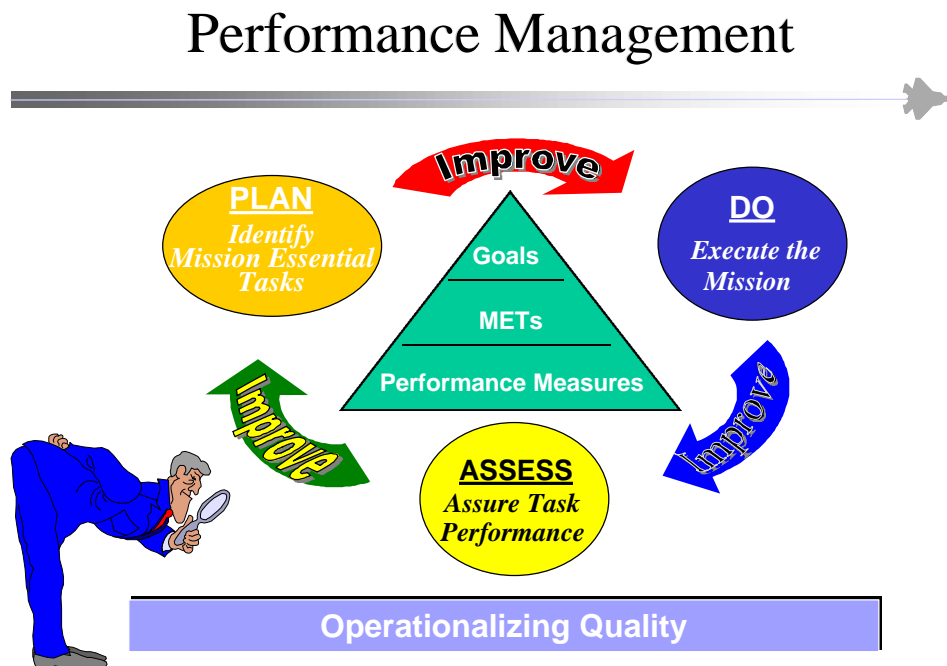


GOAL 4 –
STRENGTHEN US-
JAPANESE
RELATIONSHIPS

We must coordinate our joint efforts with other services and reach out to strengthen ties with our Japanese hosts. Combined and cooperative training that assists other countries in shaping their forces lessens the chance of conflict. We must be valued partners in and cooperate with our local communities and tell the Air Force story.

10. GAP ANALYSIS

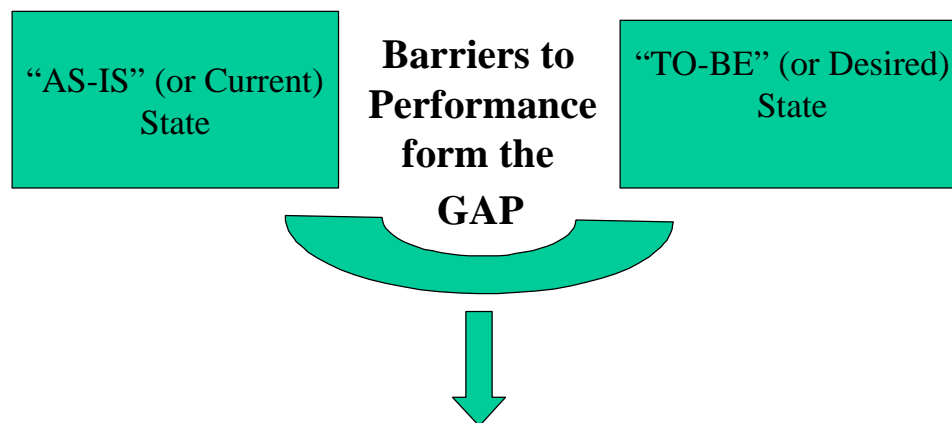
Excellence is a reiterative process that requires us to PLAN, DO, and ASSESS our progress. The basis for knowing whether we are meeting our goals is based on the Mission Essential Tasks. A model of our approach is shown below:



If we consistently meet our predefined standards for every performance measure, we accomplish our METs and achieve our goals. If we do not achieve these standards, we will be immediately proactive in determining the root causes and developing action plans to overcome those barriers. If standards are not being met, determine improvement areas and develop action plans to achieve desired state of performance.

The “AS-IS” state is where we currently are in terms of performance. Our desired state is called the “TO-BE” state. It is our daily task to identify these barriers to performance and develop ways to consistently improve. Action plans close the “gap” and achieve our desired level of performance.

WHAT NEEDS TO BE DONE TO CLOSE THE GAP?



Develop Action Plans for every improvement area.

A sample action plan worksheet is provided below.

GAP Analysis Action Plan

Improvement Area	Action Item	Who	By When	Impact
	1.			
	2.			
	3.			
	4.			
	5.			
	6.			
	7.			
	8.			
	9.			
	10.			
	11.			
	12.			
	13.			
	14.			
	15.			
	16.			
	17.			

11. MISSION ESSENTIAL TASK LISTS (METLs)

The METL is our basis for being able to assess our performance against our four most important goals. It is vital that you understand your role in accomplishing these tasks. 35 FW goals will be assessed using the METL on a quarterly basis.

Mission Essential Task List (METL): A METL is the complete list of METs for any organization. A set of mission-based required capabilities is identified through an analysis of an assigned or anticipated mission. Each task consists of five elements: the statement of the task, the condition(s) the task occurs under, standards (measures), condition descriptors, and how the task supports higher echelon METL.

Air Force Task List (AFTL): The list of tasks deemed essential to accomplish the Air Force mission. The following is the AFTL:

- | | |
|------------------------------|--------------------------|
| 1. Air and Space Superiority | 5. Rapid Global Mobility |
| 2. Precision Engagement | 6. Agile Combat Support |
| 3. Information Superiority | 7. Command and Control |
| 4. Global Attack | |

HQ PACAF's METL

1. Organize, train, and equip combat-ready aerospace forces under all conditions to meet all peacetime and combat operational requirements
2. Provide the full range of aerospace capabilities to USCINCPAC under all conditions
3. Through PACOM, when directed by the JCS, provide combat-ready aerospace forces, support, and equipment to other unified commanders and joint task force commanders under all conditions to meet all Department of Defense requirements
4. Employ aerospace forces under all conditions as evidenced by meeting all assigned operational objectives
5. Provide Air Force facilities and quality of life improvements under all conditions to meet all established requirements and needs statements
6. Strengthen ties and establish partnerships with other Asia-Pacific nations to support US national objectives
7. Provide dynamic mission support as evidenced by the accomplishment of all mission support requirements in accordance with the standards established by applicable DoD, Air Force, and PACAF directives, goals, and objectives

HQ Fifth Air Force METL

Strategic Level: Bilateral Relations

Operational Level:

- | | |
|-------------------------|--------------|
| 1. Operational Movement | 4. Logistics |
|-------------------------|--------------|

- | | |
|---------------------|----------------------|
| 2. Intelligence | 5. Command & Control |
| 3. Employ Firepower | 6. Force Protection |

35th Fighter Wing Mission Essential Task List

Wing Mission Statement: Help defend Japan and promote regional security in the Pacific by providing forward presence and winning expeditionary aerospace power.

GOAL 1 – Maintain a High State of Combat Readiness

35 FW MET 1 (Forward-based Air Power): Provide forward-based air power in compliance with applicable directives and OPLAN requirements, as evidenced by responsive support to MAJCOM and higher headquarters taskings. *Conditions: 1.3, 2.0, 3.1, 3.2; Supports: NAF MET 1, 2; PACAF MET 1, 2, 3, 4; AFT 6.1.1, 6.1.2, 6.1.3, 6.1.4.*

Measure	Category	Description	Standard	Met?	Unit OPR	OPR Office
M1	Percent	* Mission capable aircraft available	100%	Y/N	TBD	TBD
M2	Time	* Required to generate and regenerate aircraft (IAW OPLAN Requirements)		Y/N	TBD	TBD
M3	Percent	* Of personnel trained	100%	Y/N	TBD	TBD

35 FW MET 2 (Deployable, Integrated Air Power): Provide deployable, integrated air power in compliance with applicable directives, as evidenced by responsive support to MAJCOM and higher headquarters taskings. *Conditions: 1.1, 1.2, 1.3, 1.4, 2.0, 3.1, 3.2; Supports: NAF MET 1, 2; PACAF MET 2, 3, 4; AFT 1.1, 2.1, 2.2, 2.3, 3.1, 4.1, 4.2, 4.3, 4.4, 5.1, 5.2, 5.4, 6.1.1.17, 6.1.1.18, 6.2, 6.3, 6.4, 6.5, 6.5.1, 6.5.2, 6.5.3, 6.5.4, 6.6, 6.7, 7.1, 7.2, 7.3, 7.4.*

Measure	Category	Description	Standard	Met?	Unit OPR	OPR Office
M1	Percent	* Mission capable aircraft available	100%	Y/N	TBD	TBD
M2	Time	* Required to generate and regenerate aircraft (IAW OPLAN Requirements)		Y/N	TBD	TBD
M3	Percent	* Mission capable equipment and WRM assets	100%	Y/N	TBD	TBD

M4	Percent	* Personnel mobility ready (100%)	100%	Y/N	TBD	TBD
M5	Time	Required to mobilize personnel and equipment (IAW OPLAN Requirements)		Y/N		

GOAL 2 – Forge a Responsive Support Structure

35 FW MET 3 (Responsive Air Base Operations): Conduct responsive air base operations; and Protect the force under any physical, military, and civil conditions as evidenced by responsive support to MAJCOM and HHQ taskings.. **Conditions:** 1.1, 1.2, 1.3, 1.4, 2.0, 3.1, 3.2; **Supports:** NAF MET 3, 6; PACAF MET 2, 3, 4, 7; AFT 6.1.1.4, 6.1.1.24, 6.2.1.2.

Measure	Category	Description	Standard	Met?	Unit OPR	OPR Office
M1	Percent	* Mission capable facilities and infrastructure	100%	Y/N		
M2	Degree	Of capability to perform force protection.		Y/N		
M3	Percent	Effectiveness of protective positions, measures, or equipment to reduce the effects of adversary operations and activities.	100%	Y/N		
M4	Percent	Effectiveness of actions to deter, detect and defeat hostile acts against USAF warfighting resources.	100%	Y/N		

35 FW MET 6 (Agile Mission Support): Provide agile mission support as evidenced by responsive support to MAJCOM and higher headquarters taskings. **Conditions:** 1.0, 2.0, 3.0; **Supports:** NAF MET 6; PACAF MET 7; AFT 6, 6.1.1.21, 6.2.1.1, 6.6, 6.6.1.5.

Measure	Category	Description	Standard	Met?	Unit OPR	OPR Office
M1	Percent	Of requested forces provided to enable continuity of operations throughout mission duration.				
M2	Degree	To which forces are				

		capable of enabling continuity of operations throughout mission duration.				
M3	Time	Maximum length of time continuous operations can be sustained based on support capability.				
M4	Percent	Of resources used to sustain the force properly planned.				

35 FW MET 7 (Staging Air Base Support): Provide responsive staging air base in compliance with applicable directives, OPLAN requirements, and higher headquarters taskings. **Conditions:** 1.1, 1.2, 1.3, 1.4, 2.0, 3.1, 3.2; **Supports:** NAF MET 6; PACAF MET 7; AFT 6.6, 6.6.1, 6.6.2, 6.6.3, 6.6.4.

Measure	Category	Description	Standard		Unit OPR	OPR Office
			Standard	Met?		
M1	Percent	* Mission capable facilities and infrastructure (100%)				
M2	Degree	* Of capability to fulfill reception and bed down responsibilities (fully/completely)				

GOAL 3 – ENHANCE OUR COMMUNITY’S QUALITY OF LIFE

35 FW MET 4 (Quality of Life): Provide quality of life improvements to meet all established requirements and needs statements. **Conditions:** 2.0, 3.0; **Supports:** NAF MET 4; PACAF MET 5; AFT 6.1.1.2, 6.1.1.3, 6.1.1.4, 6.1.1.15, 6.1.1.16, 6.1.1.23, 6.1.1.24, 6.2.1.1, 6.2.3, 6.2.4.

Measure	Category	Description	Standard		Unit OPR	OPR Office
			Standard	Met?		
M1	Cost	To provide Air Force facilities.				
M2	Percent	Of Air Force facilities/programs that meet objective, predetermined quality of life				

		standards.				
M3	Percent	Of total Air Force personnel who express satisfaction with quality of life programs in appropriate surveys.				
M4	Cost	To provide quality of life.				

GOAL 4 – Strengthen US – Japanese Relationships

35 FW MET 5 (Relationships): Strengthen ties and establish partnerships with regional military and local communities to support US national objectives. **Conditions:** 1.0, 2.0, 3.0; **Supports:** NAF MET 5; PACAF MET 6; AFT 6.5.1.5, 7.1.3, 7.1.4, 7.1.5, 7.1.6, 7.2.5.

Measure	Category	Description	Standard	Standard Met?	Unit OPR	OPR Office
M1	Degree	* Of host nation relations in "good standing"	(fully/completely)			

*** = Local**

12. Glossary of Terms

Action Plan: Specific method or process to achieve the results called for by one or more objectives.

Alignment: The process of improving a system so that all elements contribute to the aim.

Baseline Measurement: A beginning point based on an evaluation of the output over a period of time to determine how the process performs prior to any improvement effort.

Critical Issues: Barriers which cause an organization not to produce its key result areas and ultimately its products and services.

Customer: Anyone for whom an organization or individual provides goods or services. Can be internal or external.

Customer-Supplier Alignment: “Matching supplier capabilities (what’s delivered) with customer needs (what’s required). Applies to internal as well as external customers.”

External Customers: Those who use the product or the service supplied by the organization, but are not members of the organization that produces the product.

Gap Analysis: The comparison of a current (“AS-IS”) state to the desired (“TO-BE”) state.

Improvement: The organized creation of beneficial change; the attainment of unprecedented levels of performance. Levels of improvement range from incremental to major e.g., “breakthrough” improvement.

Indicators: “Measures of how well you are meeting customers’ needs and reasonable expectations. They are measures of the degree and /or frequency of conformance to valid requirements.”

Inputs: Products or services obtained from others (suppliers) in order to perform your job tasks.

Internal Customers: “Those who are impacted by the product or service and are also members of the organization that produces the product or service.”

Measurement: The act or process of quantitatively comparing results to requirements to arrive at a quantitative estimate of performance.

Performance Measure: A measurement, taken over a period of time, that communicates vital information about a process or activity. **A metric should drive appropriate leadership or management action.** Classified in terms of cost, time, quality, ...etc.

Mission: The mission of an organization (and of an activity) describes its reason for existence. Mission statements are broad and expected to remain in effect for an extended period of time.

Format of statement is not as important as whether or not it is meaningful to EVERYONE who belongs to the organization.

Mission Essential Task List (METL): The complete list of mission essential tasks (MET) for any organization. A set of mission-based required capabilities is identified through an analysis of an assigned or anticipated mission.

Outputs: Products, materials, services, or information provided to customers (internal or external).

Process: “A set of interrelated work activities that are characterized by a set of specific inputs and value-added tasks that produce a set of specific outputs.”

Strategic Planning: The process by which an organization envisions its future and develops special quality strategies and plans to achieve the future. Will include plan to consistently track performance against well-defined goals. Performance plans at wing-level will stress performance.

Suboptimize: The act of committing energy and resources to maximize a portion of a process or system that undermines the effectiveness of the overall process or system.

Subprocess: The integral process that makes up a larger process.

Suppliers: The source of materials, service or information input to a process. Suppliers can be internal or external to an organization or group.

Symptom: “An observable phenomena arising from and accompanying a defect. Sometimes, but not always, the same word is used both as a defect description and as a symptom description; e.g., open circuit. More usually, a defect will have multiple symptoms; e.g., “insufficient torque” may include the symptoms of vibration, overheating, erratic function, etc.

Value Added: Identification of what parts of the process add worth to the external customer.

Values: The fundamental beliefs that drive organizational behavior and decision making. Stated values may or may not match real values as exhibited by behavior.

Vision: An overarching statement or decision of the way an organization wants to be. An ideal state of being at a future point.

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5. Air Mobility Command—Focus: Mission Readiness
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Abbreviations and Acronyms

ACC	Air Combat Command
ACS	agile combat support
AE	aeromedical evacuation
AEF	Aerospace Expeditionary Force
AETC	Air Education and Training Command
AFB	Air Force Base
AFMIA	Air Force Management Innovation Agency
AFDC	Air Force Doctrine Center
AFDD	Air Force Doctrine Document
AFI	Air Force Instruction
AFMC	Air Force Material Command
AFMETL	Air Force Mission Essential Task List
AFRC	Air Force Reserve Command
AFSOC	Air Force Special Operations Command
AFSOF	Air Force special operations forces
AFSP	Air Force Strategic Plan
AFSPC	Air Force Space Command
AFT	Air Force Task
AFTL	Air Force Task List
AFTTP	Air Force tactics, techniques, and procedures
AMC	Air Mobility Command
AOR	area of responsibility
ARC	air reserve component
AUTL	Army Universal Task List
AWACS	Airborne Warning and Control System
BOS	battlefield operating systems
C2	command and control
C3	command, control and communications
CAS	close air support
CINC	command in chief
CJCSI	Chairman of the Joint Chiefs of Staff Instruction
CJCSM	Chairman of the Joint Chiefs of Staff Manual
COA	courses of action
COCOM	combatant command (command authority)
COG	center of gravity
CONPLAN	concept plan
CONUS	continental United States
CSAF	Chief of Staff of the Air Force
CSAR	combat search and rescue
CTS	Course Training Standards

DACT	Dissimilar Air Combat Training
DCA	defensive counterair
DCI	defensive counterinformation
DCS	defensive counterspace
DOD	Department of Defense
DODD	Department of Defense Directive
DSP	Defense Support Program
EAf	Expeditionary Aerospace Force
EP	electronic protection
ER	Eastern Range
EW	electronic warfare
FEBA	forward edge of the battle area
FIR	Fight Information Region
FLOT	forward line of own troops
FSS	Fast Sealift Ship
FWA	fraud, waste, and abuse
GCSS	Global Combat Support System
GDP	gross domestic product
GPS	Global Positioning System
HNS	host-nation support
HQ	headquarters
IA	information assurance
IO	information operations; investigating officers
ISR	information, surveillance, and reconnaissance
IW	information warfare
JCS	Joint Chiefs of Staff
JFC	joint force commander
JMETL	Joint Mission Essential Task List
JMET	joint mission essential task
JOA	joint operations area
JSCP	Joint Strategic Capabilities Plan
JSTARS	joint surveillance, target attack radar system
JTF	joint task force
JTS	Joint Training System
LOC	lines of communications
MAJCOM	major air command
MET	mission essential task
METL	Mission Essential Task List

MOOTW	military operations other than war
MOA	Military Operating Area
MOG	maximum on ground
MPSA	Military Postal Services Agency
MRE	Meals Ready to Eat
MTW	major theater of war
MWR	morale, welfare, and recreation
NAF	numbered air force
NATO	North Atlantic Treaty Organization
NCA	National Command Authorities
NBC	nuclear, biological, and chemical
NORAD	North American Aerospace Defense Command
NSC	National Security Council
OCA	offensive counterair
OCI	offensive counterinformation
OCS	offensive counterspace
OPLAN	operations plan
OPORD	operations orders
OPSEC	operations security
ORI	operational readiness inspections
PACAF	Pacific Air Force
PSYOP	psychological operations
ROE	rules of engagement
ROI	reports of investigation
SAM	surface-to-air missile
SAR	search and rescue
SIOP	Single Integrated Operational Plan
SOF	special operations forces
SOFA	status of forces agreement
TACON	tactical control
TAOR	tactical area of responsibility
TAV	Total Asset Visibility
TPFDD	time-phased force and deployment data
TTP	tactics, techniques, and procedures
UAV	unmanned aerial vehicle
UCP	Unified Command Plan
UJTL	Universal Joint Task List
UN	United Nations
UNAAF	Unified Action Armed Forces

UNTL	Universal Navy Task List
US	United States
USAF	United States Air Force
USAFE	United States Air Forces Europe
U.S.C.	United States Code
USSOCOM	United States Special Operations Command
WMD	weapons of mass destruction

Definitions

aerospace. Of, or pertaining to, Earth's envelope of atmosphere and the space above it; two separate entities considered as a single realm for activity in launching, guidance, and control of vehicles that will travel in both entities. (Joint Pub 1-02)

aerospace forces. Forces that operate within the aerospace medium. This includes forces that control or support those forces.

aerospace power. The use of lethal and nonlethal means by aerospace forces to achieve strategic, operational, and tactical objectives.

air force task list. The comprehensive framework to express all Air Force activities contributing to the defense of the nation and its national interests.

capabilities task. A task adopted/adapted from existing or emerging doctrine or directives, either Air Force or Department of Defense, which supports a core task.

civil environment. The civil environment includes factors related to a people, their government, politics, culture, and economy. The organization of the civil environment includes the major subcategories of political policies, culture, and economy.

condition. Variables of the environment or situation in which a unit, system, or individual is expected to operate in, which affect performance.

core task. A task adapted from the Air Force core competencies or their command and control.

criterion. A criterion defines acceptable levels of performance. It is often expressed as a minimum acceptable level of performance. The combination of the measure and the criterion comprise the standard for a task.

educate and train task. A task that develops doctrine, procedures, and training for a capabilities task.

enabling task. A task that makes it possible to accomplish another task.

equip task. A task that provides materiel forces and maintains that equipment for the appropriate forces.

joint mission essential task list. A joint force commander's list of priority joint tasks, derived from plans and orders, along with associated conditions and measurable standards, which constitutes the joint force commander's war-fighting requirements. Also called **JMETL**.

Measure (aka "performance measure"). A measure provides the basis for describing varying levels of task performance. A measure is directly related to a task.

measurement package. A measurement system comprised of an operational definition, the actual measurement, and the presentation of the results.

military environment. The military environment includes factors related to military forces. The organization of the military environment includes the major subcategories of mission; forces; command, control, and communications; intelligence; deployment, movement, and maneuver; combat; protection; sustainment; threat; and conflict.

mission essential task. A mission essential task is a task selected or expanded on from the AFTL as a fundamental requisite for the performance or accomplishment of an organization's assigned mission. Also called **MET**.

mission essential task list. A mission essential task list is the complete list of mission essential tasks (METs) for any organization. Also called **METL**.

performance task. A task that performs or provides the activity implied by its associated capability task.

physical environment. The physical environment includes factors arising from nature and the physical environment as modified by man. The organization of the physical environment includes the major subcategories of land, sea, air, and space.

plan task. A task that considers all the particulars associated with the optimum utilization of a perform task and produces the necessary products to ensure effectiveness of performance task functions is maximized.

standard. An exact value, a physical entity, or an abstract concept, established and defined by authority, custom, or common consent to serve as a reference, model, or rule in measuring quantities or qualities, establishing practices or procedures, or evaluating results. A fixed **quantity or quality.** (Joint Pub 1-02) [A standard provides a way of expressing the degree to which an Air Force organization or force must perform a task under a specified set of conditions. A standard consists of one or more measures for a task and a criterion for each measure]

{Italicized definition in brackets applies only in the context of this AFDD and is offered for clarity.}

supporting task. A task that contributes to the accomplishment of a mission essential task.

task. A task is a discrete event or action, not specific to a single unit, weapon system, or individual, that enables a mission or function to be accomplished—by individuals or organizations.

universal joint task list. The universal joint task list is designed as a comprehensive list of tasks using a common language for joint force commanders (JFCs). Also called **UJTL**.

SECTION II.

35th Fighter Wing Mission Essential Task List

35th Fighter Wing (35 FW) Mission Essential Task List Table of Contents

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5AF/35FW (F-16) TASK LIST RELATIONSHIPS

AFT 1 Provide Air and Space Superiority	AFT 2 Provide Precision Engagement	AFT 3 Provide Information Superiority	AFT 4 Provide Global Attack	AFT 5 Provide Rapid Global Mobility	AFT 6 Provide Agile Combat Support	AFT 7 Provide Command and Control
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PACAF MET 1 Organize, train, and equip combat-ready aerospace forces to meet all peacetime and combat operational requirements	PACAF MET 3 Through PACOM, when directed by JCS, provide combat-ready aerospace forces, support, and equipment to other unified commanders and JTF commanders to meet all DOD requirements	PACAF MET 5 Provide Air Force facilities and quality of life improvements to meet all established requirements and needs statements	PACAF MET 7 Provide dynamic mission support as evidenced by accomplishment of all mission support requirements <i>IAW standards established by</i> applicable DOD, Air Force and PACAF Directives and PACAF goals and directives
PACAF MET 2 Provide the full range of aerospace capabilities to USCINCPAC to meet all PACOM requirements	PACAF MET 4 Employ aerospace forces as evidenced by meeting all assigned operational objectives	PACAF MET 6 Strengthen ties and establish partnerships with other Asia-Pacific nations to support US national objectives	

5AF MET 1 Train and equip personnel to deploy within the Pacific and Indian Ocean in support of military operations	5AF MET 2 Provide mission ready forces, support and equipment as necessary for peacetime through wartime commitments	5AF MET 3 Conduct and support contingency operations as directed by HHQ; and Protect the force	5AF MET 4 Provide Air Force facilities and quality of life improvements	5AF MET 5 Strengthen ties and establish partnerships with other Asia-Pacific nations	5AF MET 6 Provide dynamic mission support
---	---	---	--	---	--

35FW MET 1 Provide forward- based air power	35FW MET 2 Provide deployable, integrated air power	35FW MET 3 Conduct responsive air base operations; Protect the force	35FW MET 4 Provide quality of life improvements	35FW MET 5 Strengthen ties and establish partnerships	35FW MET 6 Provide agile mission support	35FW MET 7 Provide staging air base support
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OPS GP MET 1 Deploy forces	OPS GP MET 2 Generate personnel and equipment	OPS GP MET 3 Perform AEF functions	OPS GP MET 4 Perform force protection	OPS GP MET 5 Provide operations support	OPS GP MET 6 Perform intel activities	OPS GP MET 7 Manage operational and contingency plans
--	---	---	--	--	--	---

OSS MET 1 Provide base operations support	OSS MET 2 Perform intel activities	OSS MET 3 Perform weather service	OSS MET 4 Manage flying hours, schedules, and air space	OSS MET 5 Manage oversight of operational and contingency plans	OSS MET 6 Increase maintenance, munitions, and aircrew readiness	OSS MET 7 Receive and bed down incoming forces
--	---	--	--	--	---	---

FTR SQDN MET 1 Deploy forces	FTR SQDN MET 2 Perform AEF functions	FTR SQDN MET 3 Provide mission capable aircraft	FTR SQDN MET 4 Provide mission capable personnel	FTR SQDN MET 5 Employ aircraft	FTR SQDN MET 6 Perform force protection	FTR SQDN MET 7 Provide essential intel
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Standard 35 FW Mission Essential Tasks

Initial 35FW	Incorporated in 35FW	Standard Mission Essential Tasks (METs)
<u>MET 1</u>	<u>MET 1</u>	Provide forward-based air power in compliance with applicable directives and OPLAN requirements, as evidenced by responsive support to MAJCOM and higher headquarters taskings. Conditions: 1.3, 2.0, 3.1, 3.2; Supports: NAF MET 1, 2; PACAF MET 1, 2, 3, 4; AFT 6.1.1, 6.1.2, 6.1.3, 6.1.4.
MET 2	MET 2	Provide deployable, integrated air power in compliance with applicable directives, as evidenced by responsive support to MAJCOM and higher headquarters taskings. Conditions: 1.1, 1.2, 1.3, 1.4, 2.0, 3.1, 3.2; Supports: NAF MET 1, 2; PACAF MET 2, 3, 4; AFT 1.1, 2.1, 2.2, 2.3, 3.1, 4.1, 4.2, 4.3, 4.4, 5.1, 5.2, 5.4, 6.1.1.17, 6.1.1.18, 6.2, 6.3, 6.4, 6.5, 6.5.1, 6.5.2, 6.5.3, 6.5.4, 6.6, 6.7, 7.1, 7.2, 7.3, 7.4.
MET 3	MET 3	Conduct responsive air base operations; and Protect the force under any physical, military, and civil conditions as evidenced by responsive support to MAJCOM and HHQ taskings.. Conditions: 1.1, 1.2, 1.3, 1.4, 2.0, 3.1, 3.2; Supports: NAF MET 3, 6; PACAF MET 2, 3, 4, 7; AFT 6.1.1.4, 6.1.1.24, 6.2.1.2.
MET 4	MET 4	Provide quality of life improvements to meet all established requirements and needs statements. Conditions: 2.0, 3.0; Supports: NAF MET 4; PACAF MET 5; AFT 6.1.1.2, 6.1.1.3, 6.1.1.4, 6.1.1.15, 6.1.1.16, 6.1.1.23, 6.1.1.24, 6.2.1.1, 6.2.3, 6.2.4.
MET 5	MET 5	Strengthen ties and establish partnerships with regional military and local communities to support US national objectives. Conditions: 1.0, 2.0, 3.0; Supports: NAF MET 5; PACAF MET 6; AFT 6.5.1.5, 7.1.3, 7.1.4, 7.1.5, 7.1.6, 7.2.5.
MET 3	MET 6 (NEW)	Provide agile mission support under any physical, military, and civil conditions as evidenced by responsive support to MAJCOM and higher headquarters taskings. Conditions: 1.0, 2.0, 3.0; Supports: NAF MET 6; PACAF MET 7; AFT 6, 6.1.1.21, 6.2.1.1, 6.6, 6.6.1.5.
	MET 7 (NEW)	Provide responsive staging air base in compliance with applicable directives, OPLAN requirements, and higher headquarters taskings. Conditions: 1.1, 1.2, 1.3, 1.4, 2.0, 3.1, 3.2; Supports: NAF MET 6; PACAF MET 7; AFT 6.6, 6.6.1, 6.6.2, 6.6.3, 6.6.4.

35 FW MET 1: Provide forward-based air power in compliance with applicable directives and OPLAN requirements, as evidenced by responsive support to MAJCOM and higher headquarters taskings. Conditions: 1.3, 2.0, 3.1, 3.2; Supports: NAF MET 1, 2; PACAF MET 1, 2, 3, 4; AFT 6.1.1, 6.1.2, 6.1.3, 6.1.4.

M1	Percent	* Mission capable aircraft available (100%)
M2	Time	* Required to generate and regenerate aircraft (IAW OPLAN Requirements)
M3	Percent	* Of personnel trained (100%)

35 FW MET 2: Provide deployable, integrated air power in compliance with applicable directives, as evidenced by responsive support to MAJCOM and higher headquarters taskings. **Conditions:** 1.1, 1.2, 1.3, 1.4, 2.0, 3.1, 3.2; **Supports:** NAF MET 1, 2; PACAF MET 2, 3, 4; AFT 1.1, 2.1, 2.2, 2.3, 3.1, 4.1, 4.2, 4.3, 4.4, 5.1, 5.2, 5.4, 6.1.1.17, 6.1.1.18, 6.2, 6.3, 6.4, 6.5, 6.5.1, 6.5.2, 6.5.3, 6.5.4, 6.6, 6.7, 7.1, 7.2, 7.3, 7.4.

M1	Percent	* Mission capable aircraft available (100%)
M2	Time	* Required to generate and regenerate aircraft (IAW OPLAN Requirements)
M3	Percent	* Mission capable equipment and WRM assets (100%)
M4	Percent	* Personnel mobility ready (100%)
M5	Time	* Required to mobilize personnel and equipment (IAW OPLAN Requirements)

35 FW MET 3: Conduct responsive air base operations; and Protect the force under any physical, military, and civil conditions as evidenced by responsive support to MAJCOM and HHQ taskings.. **Conditions:** 1.1, 1.2, 1.3, 1.4, 2.0, 3.1, 3.2; **Supports:** NAF MET 3, 6; PACAF MET 2, 3, 4, 7; AFT 6.1.1.4, 6.1.1.24, 6.2.1.2.

M1	Percent	* Mission capable facilities and infrastructure (100%)
M2	Degree	Of capability to perform force protection.
M3	Percent	Effectiveness of protective positions, measures, or equipment to reduce the effects of adversary operations and activities.
M4	Percent	Effectiveness of actions to deter, detect and defeat hostile acts against USAF warfighting resources.

35 FW MET 4: Provide quality of life improvements to meet all established requirements and needs statements. **Conditions:** 2.0, 3.0; **Supports:** NAF MET 4; PACAF MET 5; AFT 6.1.1.2, 6.1.1.3, 6.1.1.4, 6.1.1.15, 6.1.1.16, 6.1.1.23, 6.1.1.24, 6.2.1.1, 6.2.3, 6.2.4.

M1	Cost	To provide Air Force facilities.
M2	Percent	Of Air Force facilities/programs that meet objective, predetermined quality of life standards.
M3	Percent	Of total Air Force personnel who express satisfaction with quality of life programs in appropriate surveys.
M4	Cost	To provide quality of life.

35 FW MET 5: Strengthen ties and establish partnerships with regional military and local communities to support US national objectives. **Conditions:** 1.0, 2.0, 3.0; **Supports:** NAF MET 5; PACAF MET 6; AFT 6.5.1.5, 7.1.3, 7.1.4, 7.1.5, 7.1.6, 7.2.5.

M1	Degree	* Of host nation relations in "good standing" (fully/completely)
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35 FW MET 6: Provide agile mission support as evidenced by responsive support to MAJCOM and higher headquarters taskings. **Conditions:** 1.0, 2.0, 3.0; **Supports:** NAF MET 6; PACAF MET 7; AFT 6, 6.1.1.21, 6.2.1.1, 6.6, 6.6.1.5.

M1	Percent	Of requested forces provided to enable continuity of operations throughout mission duration.
M2	Degree	To which forces are capable of enabling continuity of operations throughout mission duration.
M3	Time	Maximum length of time continuous operations can be sustained based on support capability.
M4	Percent	Of resources used to sustain the force properly planned.

35 FW MET 7: Provide responsive staging air base in compliance with applicable directives, OPLAN requirements, and higher headquarters taskings. **Conditions:** 1.1, 1.2, 1.3, 1.4, 2.0, 3.1, 3.2; **Supports:** NAF MET 6; PACAF MET 7; AFT 6.6, 6.6.1, 6.6.2, 6.6.3, 6.6.4.

M1	Percent	* Mission capable facilities and infrastructure (100%)
M2	Degree	* Of capability to fulfill reception and bed down responsibilities (fully/completely)

Financial Management Standard Mission Essential Tasks

35 FM MET 1: Administer, formulate, justify and oversee execution of 100% of the base budget. **Conditions:** C1.0-physical environment, Descriptors: any, C2.0-military environment, Descriptors: any, C3.0-civil environment, Descriptors: any; **Supports:** 35 FW MET 4; PACAF/FM MET 1; AFT 6.1.1.2, 6.1.1.26.

M1	Percent	*Eighty percent of obligations posted by EOM July
M2	Time	*To prepare and submit the budget for all required consideration
M3	Percent	*Of newly assigned commanders who receive Resource Management System training within 90 days of arrival

35 FM MET 2: Provide financial support to all base personnel (military, civilian and foreign nationals, as applicable) as evidenced by compliance with applicable instructions, regulations, laws and other directives. Support includes but is not limited to military, civilian, and travel pay, disbursing, accounting transactions advice and guidance. **Conditions:** C1.0-physical environment, Descriptors: any, C2.0-military environment, Descriptors: any, C3.0-civil environment, Descriptors: any; **Supports:** 35 FW MET 4; PACAF/FM MET 2, 3, AFT 6.1.1.26.

M1	Percent	*Of military pay entries inputted accurately into the Defense Joint Military Pay System
M2	Percent	*Of cost-effective vendor discounts taken out of those available
M3	Cost	*Of interest penalty payments paid to vendors because of late payment
M4	Number	*Of open travel orders over 60 days old
M5	Percent	*Of travel vouchers paid within 4 days of receiving vouchers
M6	Number	*Of reported funds losses

35 FM MET 3: Provide forces as evidenced by meeting 100% of deployment taskings. **Conditions:** C1.0-physical environment, Descriptors: any, C2.0-military environment, Descriptors: any, C3.0-civil environment, Descriptors: any; **Supports:** 35 FW MET 2; PACAF MET 4, AFT 6.1.1.19.

M1	Percent	*Of HHQ taskings met
M2	Number	*Of disbursing agents (3-5 agents) prepared to deploy

Chaplain Standard Mission Essential Tasks

35 HC MET 1: Organize, train, and equip Chaplain Service personnel to ensure spiritual health and the free exercise of religion for Air Force personnel and their families under any physical, military and civil conditions. **Conditions:** C1.0-physical environment, *Descriptors:* any; C2.0-military environment, *Descriptors:* any; C3.0 civil environment, *Descriptors:* any. **Supports:** 35 FW MET 4; AFT 6.6.1.3, AFPD 52-1, AFI 52-101, PACAF MET 1 & 7.

M1	Time	Allocated to organize and train personnel to provide chaplain services
M2	Degree	Of capability to train and equip personnel to provide chaplain services
M3	Percent	Of personnel trained and equipped to execute and support chaplain services
M4	Degree	Internal customer satisfaction with intentional organizing, training, and equipping

35 HC MET 2: Provide, support, and sustain worship observances to ensure spiritual health and the free exercise of religion for Air Force personnel and their families under any physical, military and civil conditions. **Conditions:** C1.0-physical environment, *Descriptors:* any; C2.0-military environment, *Descriptors:* any; C3.0 civil environment, *Descriptors:* any. **Supports:** 35 FW MET 4; AFT 6.6.1.3, AFPD 52-1, AFI 52-101, PACAF MET 1, 4 & 7.

M1	Percent	Of chaplain service personnel available
M2	Degree	Of planning to provide worship observances
M3	Time	To provide worship observances as requested or required
M4	Degree	Of capability (personnel, equipment, facilities, statutes) to provide worship observances
M5	Degree	Of external customer satisfaction with worship observances
M6	Degree	Of required sustainability to provide worship observances

35 HC MET 3: Provide, support, and sustain pastoral care to ensure spiritual health and the free exercise of religion for Air Force personnel and their families under any physical, military and civil conditions. **Conditions:** C1.0-physical environment, *Descriptors:* any; C2.0-military environment, *Descriptors:* any; C3.0 civil environment, *Descriptors:* any. **Supports:** 35 FW MET 4; AFT 6.6.1.3, AFPD 52-1, AFI 52-101, PACAF MET 1, 4 & 7.

M1	Percent	Of chaplain service personnel available
M2	Degree	Of planning to provide worship observances
M3	Time	To provide pastoral care as requested or required
M4	Degree	Of capability (personnel, equipment, facilities, statutes) to provide pastoral care
M5	Degree	Of external customer satisfaction with worship observances
M6	Degree	Of required sustainability to provide pastoral care

35 HC MET 4: Provide, support, and sustain the advising of wing leadership regarding spiritual, religious, ethical, and moral issues to ensure spiritual health and the free exercise of religion for Air Force personnel and their families under any physical, military and civil conditions. **Conditions:** C1.0-physical environment, *Descriptors:* any; C2.0-military environment, *Descriptors:* any; C3.0 civil environment, *Descriptors:* any. **Supports:** 35 FW MET 4; AFT 6.6.1.3, AFPD 52-1, AFI 52-101, PACAF MET 1, 4 & 7.

M1	Percent	Of chaplain service personnel available
M2	Degree	Of environmental (spiritual, religious, ethical, moral) assessing to enable accurate and relevant advisement
M3	Time	To provide advise to wing-leadership as requested or required
M4	Degree	Of capability to provide advise to wing-level leadership
M5	Degree	Of wing-level leadership satisfaction with chaplain service advisement
M6	Degree	Of required sustainability to provide wing-level advisement

Historian Standard Mission Essential Tasks

35 HO MET 1: Collect, preserve and organize historical documents and research, write, and publish histories, studies, historical pamphlets, and projects as evidenced by compliance with the requirements in AFI 84-101. **Conditions:** C1.0-physical environment, *Descriptors:* any, C-2.0-military environment, *Descriptors:* any, C3.0-civil environment, *Descriptors:* any; **Supports:** PACAF MET 7, AFT 6.1.1.27.

M1	Percent	Of reports compiled on time.
M2	Time	Required to gather source documentation from various units
M3	Number	Of historical reports and documentation compiled and preserved
M4	Degree	Of rating of published history
M5	Number	Of repeat deficiencies as identified in assessments of previous published histories
M6	Time	To publish historical pamphlet

35 HO MET 2: Provide historical analysis, information, and perspective to commanders, staff, and other customers as evidenced by compliance with the requirements in AFI 84-101.

Conditions: C1.0-physical environment, *Descriptors:* any, C-2.0-military environment, *Descriptors:* any, C3.0-civil environment, *Descriptors:* any; **Supports:** 35 FW MET 2; PACAF MET 7, AFT 6.1.1.27.

M1	Time	To provide historical services as requested or required
M2	Number	Of historical reports and documentation compiled and preserved

35 HO MET 3: Manage museum, art, and heraldry programs as evidenced by compliance with the requirements in AFI 84-103, AFI 84-104, AFI 84-105, and other applicable directives.

Conditions: C1.0-physical environment, *Descriptors:* any, C-2.0-military environment, *Descriptors:* any, C3.0-civil environment, *Descriptors:* any; **Supports:** PACAF MET 7, AFT 6.1.1.27.

M1	Time	To provide museum, art, and heraldry services and support as requested or required
M2	Time	Processing heraldry requests
M3	Degree	To which base historical property custodians can be identified
M4	Time	To conduct annual AF art inventory

35 HO MET 4: Prepare to meet war and contingency taskings as evidenced by supporting all deployment taskings in accordance with AFI 84-102. **Conditions:** C1.0-physical environment, *Descriptors:* any, C-2.0-military environment, *Descriptors:* any, C3.0-civil environment, *Descriptors:* any; **Supports:** 35 FW MET 1,2; PACAF MET 4, AFT 6.1.1.13.

M1	Percent	Of required training completed
M2	Time	Participating in exercises

35 HO MET 5: In support of contingency operations, collect and safeguard documents concerning contingency operations in compliance with AFI 84-102. Accession historical artifacts for the museum program in compliance with AFI 84-103. Coordinate with Combat Camera personnel to insure photographs suitable for paintings are taken in compliance with AFI

84-104. **Conditions:** C1.0-physical environment, *Descriptors:* any, C-2.0-military environment, *Descriptors:* any, C3.0-civil environment, *Descriptors:* any; **Supports:** 35 FW MET 2; PACAF MET 7, AFT 6.1.1.27.

M1	Time	To provide documents of contingency operations to AFHRA
M2	Percent	Of documentation appropriate for analysis or research
M3	Time	To preserve and protect artifacts for AF Museum

35 HO MET 6: In support of contingency operations, conduct interviews with key personnel involved in all phases of contingency operations in compliance with AFI 84-102. **Conditions:** C1.0-physical environment, *Descriptors:* any, C-2.0-military environment, *Descriptors:* any, C3.0-civil environment, *Descriptors:* any; **Supports:** 35 FW MET 2; PACAF MET 7, AFT 6.1.1.27.

M1	Percent	Of key personnel interviewed during and after the event
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35 HO MET 7: Prepare contingency historical reports, history status reports, and history operations after-action reports in compliance with AFI 84-102. **Conditions:** C1.0-physical environment, *Descriptors:* any, C-2.0-military environment, *Descriptors:* any, C3.0-civil environment, *Descriptors:* any; **Supports:** 35 FW MET 2; PACAF MET 7, AFT 6.1.1.27.

M1	Time	To prepare contingency reports
M2	Time	To provide AFHRA with updates in contingency situations
M3	Time	To prepare after-action reports

Inspector General Standard Mission Essential Tasks

35 IG MET 1: Develop, execute, evaluate, and report operational readiness exercises and compliance programs including, but not limited to, Initial Response Readiness Exercises, Combat Employment Readiness Exercises, Major Accident Response Exercises, and Unit Compliance Evaluations. Fully validate the wing's ability to execute its varied missions IAW HQ PACAF, AFI 90-201, *Inspector General Activities, Command Special Interest Items (SIIs)*, and other applicable directives. **Conditions:** Physical Environment 1.1, 1.1.1, 1.1.2, 1.1.3, 1.3.1, 1.3.2, 1.3.3, 1.3.4, Military Environment 2.1, 2.1.1, 2.1.2, 2.1.3, 2.1.4, 2.1.5, 2.2, 2.2.1, 2.2.2, 2.2.3, 2.2.4, 2.2.5, 2.2.6, 2.2.7, 2.3, 2.3.1, 2.3.2, 2.4, 2.5, 2.5.1, 2.5.2, 2.5.3, 2.5.4, 2.6, 2.7, 2.7.1, 2.7.2, 2.7.3, 2.7.6, 2.8, 2.8.1, 2.8.2, 2.8.4, 2.8.6, 2.9, 2.10, Civil Environment 3.0, 3.1, 3.1.1, 3.1.3, 3.2, 3.3. **Supports:** PACAF METs 1, 2, 3, 4, 4.14, 4.16, 4.18, 6, and 7, Wing MET 3, AFT 1.1, 2.1, 2.2, 2.3, 4.1, 4.4, 5.1, 5.2, 6.1, 6.1.1.11, 6.1.1.20, 6.1.1.22, 6.2, 6.3, 6.4, 6.5, 6.6, 6.7, 7.3, 7.4.

M1	Degree	of effectiveness planning and execution of exercise scenarios.
M2	Degree	of effectiveness of training received during exercises.
M3	Degree	of ability to provide complete feedback to commanders.
M4	Degree	to which wing units correct deficiencies identified during Inspection/Exercise.
M5	Percent	to which wing complies with Command Special Interest Items.
M6	Time	inspection and exercise reports released within established time limits.
M7	Percent	of exercise evaluation team members available and trained.
M8	Percent	of required procedures incorporated into evaluator checklists.
M9	Percent	of required exercise objectives met.
M10	Degree	of ability to assess operational readiness.
M11	Degree	of ability to assess unit compliance.
M12	Degree	of ability to assess the wing's ability to respond effectively to major accidents and natural disasters.

35 IG MET 2: Conduct timely investigations in response to personal complaints and disclosures of Fraud, Waste, and Abuse and respond to Congressional or other high-level inquiries IAW HQ PACAF, AFI 90-301, *Inspector General Complaints*, AFI 90-401, *Air Force Relations With Congress*, and other applicable directives. **Conditions:** Physical Environment 1.1, 1.3.1, 1.3.3, Military Environment 2.1, 2.1.1, 2.1.2, 2.1.3, 2.1.4, 2.1.5, 2.2, 2.2.1, 2.2.2, 2.2.3, 2.2.4, 2.2.5, 2.2.6, 2.2.7, 2.3, 2.3.1, 2.3.2, 2.5, 2.5.1, 2.5.2, 2.6, 2.6.1, 2.6.7, 2.7.1, 2.7.2, 2.7.3, 2.7.6, 2.8, 2.8.1, 2.8.2, 2.8.4, 2.8.5, 2.8.6, 2.9, 2.10, Civil Environment 3.1, 3.1.1, 3.1.3, 3.2, 3.2.2, 3.2.6, 3.3, 3.3.3, and 3.3.6. **Supports:** PACAF METs 1, 2, 3, 4, 4.14, 4.15, 4.16, 5, 6, and 7, Wing MET 4, AFT 1.1, 2.1, 2.3, 4.1, 4.4, 5.1, 5.2, 6.1, 6.1.1.15, 6.1.1.21, 6.1.1.22, 6.1.1.23, 6.2, 6.3, 6.4, 6.5, 6.6, 6.7, 7.3, 7.4.

M1	Degree	of support, by investigating and providing correct and timely responses to appropriate agencies, members and commanders.
M2	Time	to respond to Congressional or other high-level inquiries.
M3	Time	to respond to initial personal complaint or fraud waste and abuse disclosure, complete all investigation training/phases, and provide assistance or refer to the appropriate agency.
M4	Time	to stratify complaints by type and analyze for trends.
M5	Percent	of investigations/complaints completed within AF and MAJCOM timelines.

M6	Percent	Of initial personal contacts turned into referrals or assists versus Category 1 or 2 investigations.
M7	Time	to complete a follow-up of all complaint referrals or assists.
M8	Time	to respond to higher headquarters tasking and provide wing CC with proposed response.
M9	Cost	to conduct investigations.
M10	Percent	of base population briefed and aware of IG complaints and FW&A programs.

Judge Advocate General Standard Mission Essential Tasks

35 JA MET 1: Provide legal advice, training, and support to Air Force forces under all physical, military, and civil conditions on matters impacting force readiness, deployment, employment, and redeployment of Air Force forces in accordance with applicable laws, DoD directives, joint regulations, and Air Force Instructions. This counsel includes advice and interpretation of applicable international and domestic laws, treaties, and international agreements as they apply to the readiness and movement of Air Force forces. **Conditions:** C1.0 – physical environment, *Descriptors:* any, C2.0, – military environment, *Descriptors* any, and C3.0 – civil environment, *Descriptors:* any; **Supports:** PACAF MET 1, 3, 7; AFT 6, 6.6.1, 6.6.3, 6.6.4, 6.6.5, 6.6.6, 6.6.7.

M1	Time	To provide legal services, as requested or required
M2	Degree	Of capability to provide legal support services
M3	Percent	Of required or directed legal services provided within specific standards established by statutory and regulatory guidance
M4	Cost	To provide legal support services

35 JA MET 2: Provide legal advice, counsel, and support to commanders and key staff on matters impacting Air Force forces either in garrison or at the deployed location in accordance with applicable laws, DoD directives, joint regulations, and Air Force Instructions. This counsel includes providing advice, support, and training to ensure command decisions are properly executed and implemented in accordance with existing laws and implementing regulations. This includes but is not limited to Uniform Code of Military Justice actions, claims, environmental, fiscal, procurement, civil, labor, international, and operations law. **Conditions:** C1.0 – physical environment, *Descriptors:* any, C2.0, – military environment, *Descriptors* any, and C3.0 – civil environment, *Descriptors:* any; **Supports:** 35 FW MET 2; PACAF MET 1, 6, 7; AFT 6, 6.6.1, 6.6.2, 6.6.6.

M1	Time	To provide legal services, as requested or required
M2	Degree	Of capability to provide legal support services
M3	Percent	Of required or directed legal services provided within specific standards established by statutory and regulatory guidance
M4	Cost	To provide legal support services.

35 JA MET 3: Provide, organize, train, and equip judge advocate capabilities to immediately support Air Force forces and joint operations under all physical, military, and civil conditions. **Conditions:** C1.0 – physical environment, *Descriptors:* any, C2.0, – military environment, *Descriptors* any, and C3.0 – civil environment, *Descriptors:* any; **Supports:** 35 FW MET 2; PACAF MET 1, 3, 4, 7; AFT 6, 6.6.1, 6.6.3, 6.6.4, 6.6.5, 6.6.6, 6.6.7, 7.7.3, 7.7.4.

M1	Time	To provide legal services, as requested or required
M2	Degree	Of capability to provide legal support services
M3	Percent	Of required or directed legal services provided within specific standards established by statutory and regulatory guidance
M4	Cost	To provide legal support services.

35 JA MET 4: Integrate all assigned Air Force Reserve and Air National Guard judge advocate capabilities into the existing force structure as a trained and equipped augmenting force capable

of meeting all peacetime and wartime legal support needs. **Conditions:** C1.0 – physical environment, *Descriptors:* any, C2.0, – military environment, *Descriptors* any, and C3.0 – civil environment, *Descriptors:* any; **Supports:** 35 FW MET 2; PACAF MET 1, 3, 4, 7; AFT 6, 6.6.1, 6.6.4, 6.6.5, 6.6.6, 6.6.7.

M1	Time	To provide legal services, as requested or required
M2	Degree	Of capability to provide legal support services
M3	Percent	Of required or directed legal services provided within specific standards established by statutory and regulatory guidance
M4	Cost	To provide legal support services.

Manpower & Organization Standard Mission Essential Tasks

35 MO MET 1: Provide manpower management support and services to include consults, authorization and organization change requests, and products as required by base agencies to meet customer needs for improved mission performance, insightful planning, and wise resource utilization decisions as evidenced by compliance with AFI 38-101, AFI 38-201, and other applicable directives. **Conditions:** C1.0-physical environment, C2.0-military environment, C3.0-civil environment. **Supports:** 35 FW MET 1,2,3,6,7.

M1	Time	To process organization change request.
M2	Time	To review civilian position descriptions
M3	Percent	Of authorization change requests (ACRs) inputted into MDS and submitted to HQ PACAF/XPM within 5 duty days of receipt from OPR. (Based on calendar year percentage.)
M4	Percent	Of ACRs submitted without errors.

35 MO MET 2: Provide wartime manpower support to include contingency/exercise deployment planning, wartime manpower requirements support, review of base support plans, and validation of READY requirements in compliance with AFI 38-205 and other applicable directives. **Conditions:** C1.0-physical environment, C2.0-military environment, C3.0-civil environment. **Supports:** 35 FW MET 1,2,3,6,7.

M1	Time	To build contingency/exercise deployment plans: - MANFOR maintenance - Build DRMDs - Update/Flow plan
M2	Time	To support wartime manpower requirements: - ACR analysis - SORTS extracts - UMD/UTC analysis - DOC statement review
M3	Time	To review base support plan
M4	Time	To accomplish initial validation of READY requirements
M5	Time	To accomplish annual revalidation of READY requirements

35 MO MET 3: Provide productivity enhancement program management and direction as evidenced by AFI 38-301, AFI 38-401 and other applicable directives. **Conditions:** C1.0-physical environment, C2.0-military environment, C3.0-civil environment. **Supports:** 35 FW MET 4.

M1	Time	To process and forward IDEAs to applicable agencies
M2	Time	To process cash award to finance
M3	Time	To fully process IDEA
M4	Time	To process and forward PECI projects to applicable agencies
M5	Amount	Of return on investment (ROI) (Total tangible savings/Total awards)

35 MO MET 4: Conduct/support commercial activities studies under conditions specified and IAW OMB Circular A-76, AFI 38-203, and other applicable directives. **Conditions:** C1.0-

physical environment, C2.0-military environment, C3.0-civil environment. **Supports:** 35 FW MET 3.

M1	Status	Of monthly CAMIS Report to HQ PACAF/XPM (Complete or Not Complete)
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35 MO MET 5: Conduct/assist with Process Improvement Studies aimed at reducing cycle time and /or generating savings in actual dollars or manpower. Also, assist/participate in Air Force or MAJCOM reengineering efforts aimed at generating improved efficiencies and effectiveness Air Force-wide. **Conditions:** C1.0-physical environment, C2.0-military environment, C3.0-civil environment. **Supports:** 35 FW MET 4.

M1	Number	Of recommendations adopted
M2	Amount	Of savings (Direct and indirect to include cost avoidance)
M3	Amount	Of customer satisfaction

Public Affairs Standard Mission Essential Tasks

35 PA MET 1: Provide public affairs advice and counsel to the commander and key staff, forecast the potential impact of events on public opinion and recommend actions to maximize positive publicity as evidenced by availability of a PA representative 24-hours a day and compliance with applicable directives. **Conditions:** C1.0 - physical environment, descriptors: any, C2.0 - military environment, descriptors: any, and C3.0 - civil environment, descriptors: any. **Supports:** WINGMET X, AFD 35-1; PACAFMET 4; PACAF/PAMET 1; AFT 3.1.1.1.7.

M1	Time	To advise commanders about releasing information about current or planned military operations
M2	Time	To provide Public Affairs guidance about current or pending military operations to subordinate units

35 PA MET 2: Provide internal information programs to inform personnel about DoD, AF, PACAF and wing issues which result in enhanced airman morale and readiness. **Conditions:** C1.0 - physical environment, descriptors: any, C2.0 - military environment, descriptors: any, and C3.0 - civil environment, descriptors: any. **Supports:** WINGMET X; PACAF/PA MET 2; PACAF MET 4; AFT 3.1.1.1.7.

M1	Rating	Results of Air Force CATI survey of internal audiences
M2	Percent	Of requests for PA information products supported

35 PA MET 3: Provide external information programs that foster public support, global influence and deterrence as evidenced by regular interaction with news media representatives. **Conditions:** C1.0 - physical environment, descriptors: any, C2.0 - military environment, descriptors: any, and C3.0 - civil environment, descriptors: any. **Supports:** WINGMET X, PACAF/PA MET 3; PACAF MET 4; AFT 3.1.1.1.7.

M1	Percent	Of requests for information answered by time requested
M2	Percent	Of responses to requests for information

35 PA MET 4: Provide community relations/partnering programs that foster public trust of, and support for, the wing's mission as evidenced by regular interaction with community members/leaders. **Conditions:** C1.0 - physical environment, descriptors: any, C2.0 - military environment, descriptors: any, and C3.0 - civil environment, descriptors: any. **Supports:** WINGMET X, PACAF/PA MET 3; PACAF MET 4; AFT 3.1.1.1.7.

M1	Percent	Of goals met in community relations action plan
M2	Rating	Of military in annual Harris Poll on Confidence in Institutions

35 PA MET 5: Train and equip deployment-ready public affairs personnel. **Conditions:** C1.0 - physical environment, descriptors: any, C2.0 - military environment, descriptors: any, and C3.0 - civil environment, descriptors: any. **Supports:** WINGMET X; PACAF MET 4; AFT 3.1.1.1.7.

M1	Percent	Of wing and higher headquarters' exercise and deployment taskings
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Safety Standard Mission Essential Tasks

35 SE MET 1: Provide flight, ground, and weapons mishap prevention programs which assure preservation of all resources under all conditions, as evidenced by zero Class A and B flight, ground, and weapons/explosives mishaps. **Conditions:** 1.1.1, 1.3.1.1, 2.1.1, 2.1.1.1, 2.1.1.5, 2.1.2, 2.1.3, 2.1.5, 2.2.1, 2.2.2, 2.2.3, 2.2.4, 2.2.5, 2.2.7, 2.2.8, 2.3.1, 2.3.2, 2.5.4, 2.5.4.1, 2.5.4.2, 2.8.1, 2.8.6, 2.9, 3.1.1, 3.1.2, 3.1.3, 3.1.3.2, 3.2.1, and 3.3.

M1	Time	To provide flight, ground, and weapons mishap prevention programs as requested or required within timelines established by applicable directives. (AFIs 91-202, 91-204, 91-207, 91-213, 91-301 and AFAMAN 91-201)
M2	Degree	Degree of capability to provide effective programs and prevent mishaps as evidenced by a zero Class A/B Flight and zero Class A/B Ground mishap rate. (Full/Complete)
M3	Percent	Of required safety support provided within specified timelines established by applicable safety directives.(100%)
M4	Cost	To conduct occupational safety and health programs (\$)

Director of Operations Standard Mission Essential Tasks

35 OPERATIONS GROUP

35 OG MET 1: Provide a rapidly deployable force capable of decisive combat results to meet all peacetime and combat operational requirements as tasked in OPLANs and CONPLANs.

Conditions: 1.3.3.1, 1.3.3.1.1, 1.3.3.1.2, 1.3.3.2, 1.3.3.3, 2.1.5, 2.1.5.1, 2.2.4.1, 2.2.4.3, 2.2.4.5, 2.2.4.6. **Supports:** WG/FW MET 1, 2; NAF MET 1, 2; PACAF MET 2, 3, 4; AFT 6.4.1.1, 6.4.1.3, 6.4.1.4, 6.4.4, 6.5, 6.5.1, 6.5.1.1, 6.5.1.2, 6.5.4, 6.7, 6.7.1, 6.7.1.2, 6.7.4.

M1	Time	Number of aircraft generated in allotted time
M2	Percent	Of tasked aircraft generated in allotted time
M3	Time	Number of aircraft pallets generated in allotted time
M4	Percent	Of tasked pallets generated in allotted time
M5	Time	Number of personnel processed to deploy in allotted time
M6	Percent	Of tasked personnel generated in allotted time
M7	Percent	Of personnel trained to perform required events (pilots and maintenance specialists)

35 OG MET 2: Develop and sustain combat mission readiness of personnel and equipment to meet all peacetime and combat operational requirements in accordance with applicable operations manuals and instructions, maintenance training instructions, and aircraft generation instructions. **Conditions:** 1.3.1, 1.3.1.1, 1.3.1.3, 1.3.1.3.7, 1.3.2, 1.3.3.1, 1.3.3.1.1, 1.3.3.1.2, 1.3.3.2, 1.3.3.3, 2.1, 2.2.4, 2.2.4.1, 2.2.4.3, 2.2.4.5, 2.2.4.6, 2.5.2.3. **Supports:** WG/FW MET 1, 2; NAF MET 1, 2; PACAF MET 2, 3, 4; AFT 1.1.1, 1.1.1.1, 2.1.1, 2.1.4, 2.2.1, 2.2.4, 4.1.1.1, 4.1.1.2, 4.2.1, 4.2.1.1, 4.2.1.2, 4.2.4, 6.1.1.9, 6.2.1, 6.2.1.2, 6.2.4, 6.3.1.2.2.

M1	Percent	Sorties generated (weapon load out/fuel) within tasked time
M2	Percent	Scheduled training sorties effectively flown
M3	Percent	Ready aircrew program requirements completed as scheduled
M4	Percent	Of personnel trained to perform required events (pilots and maintenance specialists)
M5	Percent	Successful precision weapons employment
M6	Percent	Non-precision weapons hits
M7	Percent	Maintain Combat Mission Ready Pilots
M8	Time	To train pilot to MR status
M9	Percent	Mission and Instrument Qualified pilots
M10	Percent	Pilots Instrument Refresher and Standardization Evaluation Test current
M11	Time	To assemble and present critical combat effectiveness information to aircrews
M12	Time	To accomplish mission planning cell (MPC) tasks in support of contingencies and exercise missions
M13	Percent	Maintenance technicians qualified
M14	Percent	Load Crews certified

35 OG MET 3: Perform AEF Functions to rapidly respond to global requirements for combat capable aerospace organizations. **Conditions:** 1.3, 2.0, 3.1, 3.2. **Supports:** WG/FW MET 1, 2; NAF MET 1, 2; PACAF MET 2, 3, 4; AFT 5.4.1

M1	Time	To perform AEF functions.
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M2	Degree	Of capability to perform AEF functions.
M3	Cost	To perform AEF functions.

35 OG MET 4: Perform force protection to protect and defend our members, facilities, and equipment to sustain a global engagement fighting potential to project aerospace power anytime, anywhere. **Conditions:** 1.1, 1.2, 1.3, 1.4, 2.0, 3.1, 3.2. **Supports:** WG/FW MET 3; NAF MET 3; PACAF MET 2, 3, 4; AFT 6.2.1.2

M1	Time	To perform force protection when required.
M2	Degree	Of capability to perform force protection.
M3	Percent	Effectiveness of protective positions, measures, or equipment to reduce the effects of adversary operations and activities.
M4	Percent	Effectiveness of actions to deter, detect and defeat hostile acts against USAF warfighting resources.
M5	Cost	To perform force protection.

35 OG MET 5: Provide operations support, including weather and airfield management vital to the orderly flow of airborne and airfield environment traffic to ensure safe and efficient operations for locally based and transient aircraft. **Conditions:** 2.1.5, 2.2.4, 2.2.4.1, 2.2.4.2, 2.2.4.3, 2.2.4.4, 2.2.4.5, 2.2.4.6. **Supports:** WG/FW MET 3, 7; NAF MET 6; PACAF MET 7; AFT 3.1.1, 3.1.1.4, 6.3.1.6, 6.5.1.4, 7.4.2.

M1	Degree	To which mission planner weather requirements are met
M2	Percent	Of accuracy in supplied weather information
M3	Percent	Of timeliness to distribute weather information during changing weather conditions
M4	Time	To marshal, park, download, and service transient aircraft
M5	Time	To provide clearance, taxi, and takeoff clearances to locally stationed and transient aircraft
M6	Percent	Of aircraft experiencing air traffic, tower, and ground generated delays
M7	Time	Required to notify Command Post and host units (when applicable) of inbound aircraft
M8	Degree	Of USAF aircraft cooperation in controlling air base airborne and ground aircraft traffic
M9	Time	To respond and take appropriate actions to ground and flying emergencies

35 OG MET 6: Ensures the wing commander, senior staff, and aircrews possess the most timely, tailored and accurate all-source intelligence possible for effective tactical decision-making, mission planning and force application. **Conditions:** 1.3.3.1, 1.3.3.1.1, 1.3.3.1.2, 1.3.3.2, 1.3.3.3, 1.4.1, 2.1.5, 2.1.5.1, 2.2.4, 2.2.4.5, 2.2.4.6, 2.2.4.7, 2.2.5.2, 2.2.6, 2.3.1.7, 2.3.1.8, 2.3.1.9, 2.3.1.10, 2.3.1.11, 2.3.1.12, 2.4.2, 2.4.3, 2.4.4, 2.4.5, 2.4.6, 3.2.1.1. **Supports:** WG/FW MET 6; NAF MET 3; PACAF MET 2, 3, 4; AFT 3.1.1, 3.1.1.1, 3.1.1.1.1, 7.2.1, 7.2.2, 7.2.3, 7.2.4, 7.2.5.

M1	Time	To assemble and present critical information to aircrews and wing leadership
M2	Time	To accomplish mission planning cell (MPC) tasks in support of contingencies and

		exercise missions
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35 OPERATIONS SUPPORT SQUADRON (OSS) METs

35 OSS MET 1: Provide base operations support to include air traffic control and airfield management to meet all peacetime and combat operational requirements. **Conditions:** 2.2.4, 2.2.4.5, 2.2.5.2, 2.3.1.8, 2.3.1.10, 2.3.1.11. **Supports:** OG MET 5; WG/FW MET 3; NAF MET 6; PACAF MET 7; AFT 3.1.1, 6.3.1.6, 6.5.1.4, 7.4.2.

M1	Time	To provide clearance, taxi, and takeoff clearances to locally stationed and transient aircraft
M2	Time	Required to notify Command Post and host units (when applicable) of inbound aircraft
M3	Time	To respond and take appropriate actions to ground and flying emergencies

35 OSS MET 2: Provide intelligence for Force Protection. Develop, and disseminate intelligence products to the 35 FW commander, senior staff, mission planners and aircrews to meet all peacetime and combat operational requirements. **Conditions:** 1.3.3.1, 1.3.3.1.1, 1.3.3.1.2, 1.3.3.2, 1.3.3.3, 1.4.1, 2.1.5, 2.1.5.1, 2.2.4, 2.2.4.5, 2.2.4.6, 2.2.4.7, 2.2.5.2, 2.2.6, 2.3.1.7, 2.3.1.8, 2.3.1.9, 2.3.1.10, 2.3.1.11, 2.3.1.12, 2.4.2, 2.4.3, 2.4.4, 2.4.5, 2.4.6, 3.2.1.1. **Supports:** OG MET 6; WG/FW MET 6; NAF MET 6; PACAF MET 7; AFT 3.1.1, 3.1.1.1, 3.1.1.1.1, 7.2.1, 7.2.2, 7.2.3, 7.2.4, 7.2.5.

M1	Time	To assemble and present critical information to aircrews and wing leadership
M2	Time	To accomplish mission planning cell (MPC) tasks in support of contingencies and exercise missions
M3	Time	To conduct adequate, timely, and reliable intelligence activities.
M4	Percent	Of forces and operations receiving adequate, timely, and reliable intelligence as necessary to conduct assigned tasks.
M5	Percent	Of adversary forces' strength, command structure, and disposition of personnel, units, and equipment can be reported.

35 OSS MET 3: Provide operational weather support to mission planners in accordance with applicable directives under all physical, military, and civil conditions to meet all peacetime and combat operational requirements. **Conditions:** 1.3.3, 1.3.3.1, 1.3.3.1.1, 1.3.3.1.2, 1.4.1, 2.2.4, 2.2.4.5, 2.2.5.2, 2.3.1.8, 2.3.1.10, 2.3.1.11. **Supports:** OG MET 5; WG/FW MET 6; NAF MET 6; PACAF MET 7; AFT 3.1.1, 3.1.1.1.4.

M1	Percent	Of aircrews briefed IAW AFI 11-202
M2	Degree	To which mission planner weather requirements are met
M3	Percent	Of timeliness to distribute weather information during changing weather conditions

35 OSS MET 4: Manage and coordinate wing flying hours, flying schedules and air space allocations under all physical, military, and civil conditions to meet all peacetime and combat operational requirements. **Conditions:** 2.2.4, 2.2.4.5, 2.2.5.2, 2.3.1.8, 2.3.1.10, 2.3.1.11,

2.5.4.1.2, 2.5.4.1.3, 2.5.4.1.4. **Supports:** OG MET 5; WG/FW MET 6; NAF MET 6; PACAF MET 7; AFT 3.1.1, 6.1.1.23, 6.3.1.6.

M1	Percent	Scheduled training sorties effectively flown
M2	Percent	Ready aircrew program requirements completed as scheduled
M3	Percent	Effective flown sorties
M4	Percent	Of personnel trained to perform required events (pilots and maintenance specialists)
M5	Degree	Wing experience level matches PACAF desired

35 OSS MET 5: Provide management and oversight of all operational and contingency plans affecting the wing, to include providing advice in procedures and format to units writing new or revising local plans, as evidenced by possession of current plans from other units and headquarters which affect the wing, and currency of all local operations plans. **Conditions:** 2.2.4, 2.2.4.5, 2.2.5.2, 2.3.1.8, 2.3.1.10, 2.3.1.11, 2.2.4, 2.2.4.5, 2.2.5.2, 2.3.1.8, 2.3.1.10, 2.3.1.11. **Supports:** WG/FW MET 6; NAF MET 6; PACAF MET 7; AFT 1.1.4, 2.1.4, 2.2.4 3.1.1, 3.1.1.1, 6.1.4, 6.2.4, 6.4.4, 6.5.4, 6.6.4, 6.7.4.

M1	Percent	Of HHQ operations and contingency plans available to wing tasked units
M2	Percent	Of air base generated plans revised annually
M3	Time	To update local plans and materials to match changes in tasking
M4	Time	To brief pilots on recurring and new plans requirements

35 OSS MET 6: Maximize wing combat capability by increasing maintenance, munitions and aircrew readiness; and developing, documenting, disseminating and providing employment tactics training to the wing's aircrews. **Conditions:** 2.2.4, 2.2.4.5, 2.2.5.2, 2.3.1.8, 2.3.1.10, 2.3.1.11, 2.2.4, 2.2.4.5, 2.2.5.2, 2.3.1.8, 2.3.1.10, 2.3.1.11. **Supports:** OG MET 5; WG/FW MET 6; NAF MET 6; PACAF MET 7; AFT 1.1.1, 1.1.1.1, 2.1.1, 2.1.4, 2.2.1, 2.2.4, 4.1.1.1, 4.1.1.2, 4.2.1, 4.2.1.1, 4.2.1.2, 4.2.4, 6.1.1.9, 6.2.1, 6.2.1.2, 6.2.4, 6.3.1.2.2.

M1	Time	To accomplish mission planning cell (MPC) tasks in support of contingencies and exercise missions
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35 OSS MET 7: Ensure personnel receive analytical and target intelligence training to execute contingency and wartime taskings IAW AFI 14-105/PACAF Supplement 1, items 1.2.2.15.2, 1.2.2.15.2.1, 1.2.2.15.2.2, 2.2.1.1. **Conditions:** C1.0-physical environment, Descriptors: any, C2.0-military environment, Descriptors: any, and C3.0-civil environment, Descriptors: any. **Supports:** OG MET 6, WG/FW MET 6, PACAF/IN MET 2; PACAF MET 1; AFT 3.1.1.1.1, 6.1.1.13

M1	Percent	Of forces with required individual unit training completed.
M2	Time	To train quality personnel to meet Air Force requirement
M3	Degree	Of capability to train a quality force
M4	Percent	Of required quality forces trained

13/14 FIGHTER SQUADRON (FS) METs

13/14FS MET 1: Maintain readiness for rapid worldwide deployment to meet all peacetime and combat operational requirements. **Conditions:** 1.3.3, 2.1, 2.1.1, 2.1.1.2, 2.1.1.6, 2.1.1.7, 2.1.3, 2.1.4.2, 2.1.4.5, 2.1.4.6, 2.1.5, 2.1.5.1, 2.1.5.2, 2.2.2, 2.2.3, 2.2.4, 2.2.5.3, 2.2.6, 2.2.8, 2.3.1.13, 2.3.2.1, 2.5.1.1, 2.5.1.2, 2.7.1, 2.8.2-3, 2.8.4, 2.8.6, 3.1.2.3. **Supports:** OG MET 1; FW MET 2; NAF MET 1; PACAF MET 2, 3, 4; AFT 6.4.1.1, 6.4.1.3, 6.4.1.4, 6.4.4, 6.5, 6.5.1, 6.5.1.1, 6.5.1.2, 6.5.4, 6.7, 6.7.1, 6.7.1.2, 6.7.4.

M1	Percent	Alert and Recall Procedures Current
M2	Percent	Aircraft generated in designated time IAW Deployment Order
M3	Percent	Available equipment maintained to combat ready level
M4	Percent	Personal Mobility Requirements Complete
M5	Percent	MRRR and Log Plan Current Shortfalls Identified
M6	Percent	Personnel Trained to execute mobility tasking

13/14FS MET 2: Perform AEF Functions to rapidly respond to global requirements for combat capable aerospace organizations. **Conditions:** 1.3, 2.0, 3.1, 3.2 **Supports:** OG MET 3; FW MET 1, 2; NAF MET 2, 3; PACAF MET 2, 3, 4; AFT 5.4.1

M1	Time	To perform AEF functions.
M2	Degree	Of capability to perform AEF functions.
M3	Cost	To perform AEF functions.

13/14FS MET 3: Provide fully mission capable aircraft to meet all peacetime and combat operational requirements. **Conditions:** 1.3.1, 1.3.1.1-2, 1.3.1.3.1, 1.3.1.3.7, 1.3.2.1, 1.3.3, 2.1, 2.1.1, 2.1.1.7, 2.1.3, 2.1.5, 2.1.5.1-2, 2.2.4, 2.2.4.1, 2.2.4.3-6, 2.2.8, 2.5.4.1, 2.5.4.2.1, 2.5.4.2.2, 2.7.1, 2.7.8, 3.3.1.5. **Supports:** OG MET 1, 2; FW MET 1, 2; NAF MET 2, 3; PACAF MET 2, 3, 4; AFT 5.4.1

M1	Percent	Maintain Aircraft >200 Hour Phase Inspection Requirements
M2	Time	Maintain 8 hour fix rate for all non-mission capable aircraft
M3	Percent	Meet all operational sortie requirements with mission capable aircraft
M4	Percent	Aircraft Mission Capable Rate

13/14FS MET 4: Provide combat ready pilots and current and qualified maintenance professionals to meet all peacetime and combat operational requirements. **Conditions:** 1.3.1.1, 1.3.4, 2.1, 2.1.1, 2.1.5, 2.2.3, 2.2.4.1, 2.2.4.4, 2.2.4.5, 2.2.4.6, 2.2.5.3, 2.2.5.4, 2.2.7, 2.3.1.8, 2.3.1.13, 2.3.2, 2.3.2.1, 2.4.2, 2.4.4, 2.4.6, 3.1.2, 3.1.2.3, 3.1.2.4, 3.1.3.1, 3.1.3.3, 3.2.6, 3.3.1.5. **Supports:** OG MET 1, 2, 3; FW MET 1, 2; NAF MET 2, 3; PACAF MET 2, 3, 4; AFT 5.4.1.

M1	Percent	Maintain Combat Mission Ready Pilots
M2	Time	To train pilot to MR status
M3	Percent	Maintain Mission and Instrument Qualified pilot
M4	Percent	Pilots Instrument Refresher and Standardization Evaluation Test current

M5	Percent	Maintenance technicians qualified
M6	Percent	Load Crews Certified

13/14FS MET 5: Employ aircraft to meet all peacetime operational requirements, and in combat, conduct electronic warfare (EW) to create/manipulate the electromagnetic spectrum or to attack an adversary, create an electronic sanctuary in which friendly aircraft can operate..

Conditions: 1.1.1.6, 1.1.1.7, 1.1.3.1, 1.3, 1.3.1.2-7, 1.3.2-4, 2.1.1, 2.1.1.2, 2.1.1.4, 2.1.3, 2.1.5, 2.2, 2.2.4, 2.2.4.1, 2.2.4.4-6, 2.3.1, 2.3.1.6, 2.3.1.8, 2.3.1.10-11, 2.4.2, 2.4.6, 2.5.2.5, 2.5.3.2, 2.6.2-4, 2.7.2, 2.7.5.3, 2.9.6-7, 3.1.3.2. **Supports:** OG MET 3; FW MET 1, 2; NAF MET 2, 3; PACAF MET 2, 3, 4; AFT 1.1.1, 5.4.1, 3.1.1.2.1.1.2.

M1	Time	For electronic warfare capabilities to achieve desired effects.
M2	Percent	Desired strategic effects achieved.
M3	Percent	Desired operational effects achieved.
M4	Percent	Desired tactical effects achieved.
M5	Cost	To conduct electronic warfare.

13/14FS MET 6: Perform force protection to protect and defend our members, facilities, and equipment so that they can sustain their global engagement fighting potential to project aerospace power anytime, anywhere. **Conditions:** 1.1, 1.2, 1.3, 1.4, 2.0, 3.1, 3.2. **Supports:** OG MET 4; FW MET 3; NAF MET 3; PACAF MET 2, 3, 4; AFT 6.2.1.2

M1	Time	To perform force protection when required.
M2	Degree	Of capability to perform force protection.
M3	Percent	Effectiveness of protective positions, measures, or equipment to reduce the effects of adversary operations and activities.
M4	Percent	Effectiveness of actions to deter, detect and defeat hostile acts against USAF warfighting resources.
M5	Cost	To perform force protection.

13/14FS MET 7: Ensures the aircrews possess the most timely, tailored and accurate all-source intelligence possible for effective tactical decision-making, mission planning and force application. **Conditions:** 1.3.3.1, 1.3.3.1.1, 1.3.3.1.2, 1.3.3.2, 1.3.3.3, 1.4.1, 2.1.5, 2.1.5.1, 2.2.4, 2.2.4.5, 2.2.4.6, 2.2.4.7, 2.2.5.2, 2.2.6, 2.3.1.7, 2.3.1.8, 2.3.1.9, 2.3.1.10, 2.3.1.11, 2.3.1.12, 2.4.2, 2.4.3, 2.4.4, 2.4.5, 2.4.6, 3.2.1.1. **Supports:** OSS MET 2; OG MET 6; FW MET 6; NAF MET 6; PACAF 7; AFT 3.1.1, 3.1.1.1, 3.1.1.1.1, 7.2.1, 7.2.2, 7.2.3, 7.2.4, 7.2.5.

M1	Time	To assemble and present critical information to aircrews and squadron leadership
M2	Time	To accomplish mission planning cell (MPC) tasks in support of contingencies and exercise missions

610/623 AIR CONTROL FLIGHT (ACF)

610 ACF MET 1: Provide combat-ready tactical control operations teams, integrating Battle Staff, weapons control and command and control liaison elements in accordance with 5 AFI 13-

101. **Conditions:** 1.3.1, 1.3.1.1, 1.3.1.2, 1.3.1.3.4, 1.3.4, 2.1, 2.2.1, 2.2.4, 2.3, 2.4, 2.6, 2.7, 2.8, 2.9, 2.10, 3.1, 3.1.2, 3.1.3, 3.2, 3.3. **Supports:** OG MET 2, 3; WG/FW MET 1; NAF MET 2; PACAF MET 1, 2, 3, 4; AFT 1.1, 1.2, 2.1.4, 2.2, 2.2.1, 2.2.2, 2.2.3, 2.3, 3.1, 3.1.1, 3.1.1.1, 3.1.1.2, 3.1.1.3, 3.1.2.1, 3.1.2.2, 3.2, 5.4, 7.1, 7.2, 7.3, 7.4.

M1	Time	To provide combat-ready tactical control operations teams
M2	Percent	Of forces receiving weapons control
M3	Percent	Of forces receiving Battle Staff and liaison functions
M4	Cost	To perform command and control activities

610 ACF MET 2: Provide rapidly deployable tactical control operations teams tailored for all notional and JCS-directed taskings in support of US and bilateral interests throughout the entire PACOM Theater in accordance with applicable directives. **Conditions:** 1.3.1, 1.3.1.1, 1.3.1.2, 2.1, 2.2, 2.3, 2.4, 2.5, 2.6, 2.7, 2.8, 2.9, 2.10, 3.1.2.2, 3.1.2.3, 3.1.3, 3.2, 3.3.6.1, 3.3.6.2, 3.3.7, 3.3.7.2. **Supports:** OG MET 1, 2, 3; WG/FW MET2; NAF MET 1; PACAF MET 1; AFT 1.1, 1.1.1, 1.3.1.1, 1.4.1, 2.1.4, 2.2, 2.2.1, 2.2.2, 2.2.3, 4.2.5.2, 4.2.5.4, 5.1.3.2, 5.1.3.3, 5.2.1.1, 5.2.1.2, 5.4.4, 5.4.5, 5.4.8, 5.4.9, 6.2.5, 6.2.5.2, 6.2.5.3, 6.2.5.4, 6.2.5.5.

M1	Time	To provide deployable tactical control operations teams
M2	Percent	Of notional and JCS-directed taskings supported
M3	Cost	To deploy tactical control operations teams

610 ACF MET 3: **Provide** multi-system expertise in a variety of indigenous command and control platforms in accordance with applicable regulations. **Conditions:** 1.3.1, 1.3.1.1, 1.3.1.2, 1.3.1.3.4, 1.3.4, 2.1, 2.2, 2.3, 3.1, 3.2, 3.3. **Supports:** OG MET 1, 2; WG/FW MET 1, 2; NAF MET 1; PACAF MET 1; AFT 2.1.4, 2.2, 2.2.1, 2.2.2, 2.2.3, 2.3, 3.1.2.1, 3.2, 3.3, 7.1.3, 7.1.4, 7.2.5, 7.3, 7.4.

M1	Time	To maintain multi-system expertise
M2	Percent	Of systems expertise is maintained on
M3	Cost	To maintain multi-system expertise
M4	Amount	Of multi-system equipment available

Intelligence Standard Mission Essential Tasks

35 OSS/IN MET 1: Provide direct support for combat employment at Misawa Air Base and deployed locations by analyzing, tailoring, and disseminating on-time intelligence for effective tactical decision-making, mission planning and force application. Support forward-based air power in accordance with applicable AFI and higher headquarters directives. **Conditions:** C1.0-physical environment, Descriptors: any, C2.0-military environment, Descriptors: any, and C3.0-civil environment, Descriptors: any. **Supports:** 5AFT 1.8; PACAF/IN MET 16; PACAF MET 2.5, 4.5; AFT 3.1.1.1.1

M1	Time	To conduct adequate, timely, and reliable intelligence activities.
M2	Percent	Of forces and operations receiving adequate, timely, and reliable intelligence as necessary to conduct assigned tasks.
M3	Percent	Of adversary forces' strength, command structure, and disposition of personnel, units, and equipment can be reported.

35 OSS/IN MET 2: Ensure personnel receive analytical and target intelligence training to execute contingency and wartime taskings IAW AFI 14-105/PACAF Supplement 1, items 1.2.2.15.2, 1.2.2.15.2.1, 1.2.2.15.2.2, 2.2.1.1. **Conditions:** C1.0-physical environment, Descriptors: any, C2.0-military environment, Descriptors: any, and C3.0-civil environment, Descriptors: any. **Supports:** PACAF/IN MET 2; PACAF MET 1; AFT 3.1.1.1.1, 6.1.1.13

M3	Percent	Of forces with required individual unit training completed.
M5	Time	To train quality personnel to meet Air Force requirements.
M6	Degree	Of capability to train a quality force.
M7	Percent	Of required quality forces trained.

35 OSS/IN MET 3: Provide Intelligence for Force Protection. **Conditions:** C1.0-physical environment, Descriptors: any, C2.0-military environment, Descriptors: any, and C3.0-civil environment, Descriptors: any. **Supports:** PACAF/IN MET 16; AFT 3.1.1.1.1, 3.1.1.1.2, 3.1.1.1.3.

M1	Percent	Of forces and operations receiving adequate, timely, and reliable intelligence as necessary to conduct assigned tasks.
M2	Percent	Of adversary forces' strength, command structure, and disposition of personnel, units, and equipment can be reported.

Logistics Standard Mission Essential Tasks

35 LG MET 1: Provide logistical support for forward-based air power capabilities as evidences by compliance with OPLAN taskings, higher headquarters and applicable directives.

Conditions: 1.3, 2.0, 3.1, 3.2; **Supports:** PACAF MET 1; AFT 6.1.1, 6.1.2, 6.1.3, 6.1.4.; *35FW MET 1, 2.*

M1	Percent	Personnel organized, trained, and equipped to support mission capabilities
M2	Percent	Serviceable equipment maintained to support mission capabilities
M3	Percent	Supplies available to support mission capabilities

35 LSS MET 1: Provide aircraft maintenance training as evidenced by maintaining a 95 percent scheduling effectiveness, zero personnel overdue training due to training availability, and compliance with all applicable directives. **Conditions:** C1.1, 1.3, 1.4, 2.1, 2.5, 2.6, 2.8, 2.9.

Supports: PACAF MET 4, AFT 6.6.2.; *35 FW MET 3.*

M1	Time	To provide adequate training
M2	Percent	Of qualified personnel

35 LSS MET 2: Accurately assess the quality of maintenance in the Logistics Group through quality assurance inspections and assessments as evidenced by 100 percent accomplishment of inspection requirements and compliance with applicable directives. **Conditions:** C1.1, 1.3, 2.1, 2.5, 2.6, 2.8, 2.9. **Supports:** PACAF MET 4, AFT 6.6.1.1.; *35 FW MET 3.*

M1	Percent	Of quality maintenance performed
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35 LSS MET 3: Manage Time Change, Special Inspections, Time Compliance Technical Order on all engines and components both installed and removed from the aircraft. Provide Time Change information to flying squadrons and to Jet Engine Intermediate Maintenance Flight (JEIM). Ensure all flying hour inspections are loaded against the engine, not the aircraft. Keep records on TCTO kits and status on all engines installed in aircraft sent to depot, along with managing the Comprehensive Engine Management System (CEMS), IAW AFI 21-104, T.O. 00-25-254-1/2, T.O. 00-20-5-1 series and AFCSM 21- series. **Conditions:** 1.1.1.4, 1.1.1.6, 1.1.2.3, 1.1.3.2, 1.3.1, 1.3.1.1, 1.3.1.3, 1.3.1.3.1, 1.3.1.3.2, 1.3.1.3.7, 1.3.2.1, 1.1.1.2.2.1, 2.2.3, 2.2.4, 2.2.4, 2.2.4.1, 2.2.4.2, 2.2.4.3, 2.2.4.4, 2.2.4.5, 2.2.4.7, 2.2.4.8, 2.2.3.2.1, 2.5.1.1, 2.7.1, 2.9.4, C3.1.1, C3.1.1.1, 3.1.3.3, 3.1.3.3.3, 3.2.1, 3.2.2.3, 3.2.3.1, 3.2.5, C3.3.1, 3.3.1.3, 3.3.4.1, 3.3.5.1, 3.3.6, 3.3.7; **Supports:** PACAF MET 4, 6, AFT 6.1, 6.1.1.23, 6.3.1.3.2, 6.3.1.4.2.; *35FW MET 1, 2.*

M1	Percent	Of compliance on all engine time changes and TCTO requirements
M2	Percent	Of compliance on all TCTO kit requirements
M3	Percent	Accuracy on flying hour reports to flying squadrons

35 LSS MET 4: Develop policy, establish procedures and direct all actions necessary to deploy, receive, beddown, and sustain contingency forces at the installation. Develops, staffs and updates Base Support Plans, per AFI 10-401, 10-403, 10-404, PACAF Supplements, Wartime Aircraft Activity Report and Time Phased Forces Deployment Data (TPFDD), and prepares agreements per AFI 25-201, 51-701 and PACAF supplements. **Conditions:** C1.1, 1.2, 1.3, 2.1,

2.2, 2.3, 2.4, 2.5, 2.6, .2.7, 2.8, 2.9, 2.10, 3.1, 3.3. **Supports:** PACAF MET LG 1, 2, 3, 5; AFT 6.1.1, 6.1.1.1, 6.1.2, 6.1.3, 6.1.4, 6.3.1.2, 6.3.1.2.2, 6.3.1.2.3, 6.3.1.3.3, 6.3.1.4.1, 6.3.2, 6.3.4, 6.4.1.1, 6.4.1.2, 6.4.2, 6.4.4, 7.4.2.; [35 FW MET 1, 2, 3.](#)

M1	Percent	Successful completion of unit's mission essential tasks
M2	Percent	Train Deployment Work-center personnel on deployment process
M3	Percent	Training Unit Deployment Manager's on roles and responsibilities
M4	Percent	Manage Logistics Module (LOGMOD) database
M5	Percent	Meet all Deployment and Reception Schedule of Events actions
M6	Percent	Activate and operate Key work-centers on semiannual basis
M7	Percent	Review and analyze planning documents (TPFDL, WAA etc.) within 60 days of receipt
M8	Time	Coordinate, receive, integrate changes and publish Installation Deployment and Base Support Plan
M9	Percent	Support agreements current

35 LSS MET 5: Manage the wing War Reserve Materiel Program to ensure required assets are available, serviceable and reliable, per AFI 25-101, PACAF Supplements. **Conditions:** C1.1, 1.2, 1.3, 2.1, 2.2, 2.3, 2.5, 2.6, .2.7, 2.8, 2.9, 2.10, 3.1, 3.3. **Supports:** PACAF MET LG 2, 3, 5, 6; AFT 6.1.1.1, 6.1.1.2, 6.1.1.3, 6.1.1.4, 6.3.1.1.1, 6.3.1.1.3, 6.6.4.; [35 FW MET 1, 2, 3.](#)

M1	Percent	Procure WRM assets equal to authorizations
M2	Percent	Maintain WRM assets in serviceable condition
M3	Percent	Conduct WRM surveillance visits for all units maintaining WRM
M4	Percent	Conduct Unit Manager Training
M5	Percent	Organize and conduct WRM Executive Review Board Meetings
M6	Time	Determine, analyze, staff and submit annual WRM budget

35 MXS/MET 1: Provide intermediate-level maintenance capability in support of home station integrated, forward-based air power capabilities as evidences by compliance with AFI 21-101, PACAFI 21-101, PACAF DIR 90-509. **Conditions:** 1.1.1.4, 1.3.1.3.3, 1.3.1.3.7, 1.3.3, 2.1.3, 2.2.4, 2.2.4.1, 2.2.4.3, 2.2.4.4, 2.2.4.5, 2.2.4.6, 2.8.3, 2.8.6; **Supports:** PACAF MET 1; AFT 6.1.1, 6.1.2, 6.1.3, 6.1.4.; [35 FW MET 1, 2, 3.](#)

M1	Percent	Personnel organized, trained, and equipped to support mission capabilities
M2	Percent	Serviceable engine spares to support mission capabilities
M3	Percent	Serviceable aerospace ground equipment available to support mission capabilities

35 MXS/MET 2: Provide deployable intermediate-level maintenance capability in support of *deployable* air power capabilities as evidences by compliance with AFI 21-101, PACAFI 21-101, PACAF DIR 90-509. **Conditions:** 1.1.1.4, 1.3.1.3.3, 1.3.1.3.7, 1.3.3, 2.1.3, 2.2.4, 2.2.4.1, 2.2.4.3, C2.2.4.4, 2.2.4.5, 2.2.4.6, 2.5.1, 2.5.2.1, 2.8.2, 2.8.3, 2.8.4; **Supports:** PACAF MET 3, 4; AFT 1.1, 2.1, 2.2, 2.3, 3.1, 4.1, 4.2, 4.3, 4.4, 5.1, 5.2, 5.4, 6.1.1.17, 6.1.1.18, 6.2, 6.3, 6.4, 6.5, 6.5.1, 6.5.2, 6.5.3, 6.5.4, 6.6, 6.7, 7.1, 7.2, 7.3, 7.4.; [35 FW MET 1, 2.](#)

M1	Percent	Personnel organized, trained, and equipped to support tasked plans
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M2	Percent	Serviceable engine spares to support tasked plans
M3	Percent	Serviceable aerospace ground equipment to support tasked plans

35 MXS/MET 3: Provide aircraft crash recovery and transient alert services IAW local and command Standards, applicable instructions and technical orders. **Conditions:** 1.0, 1.3, 2.0, 2.1, 2.6; **Supports:** PACAF MET 4, AFT 6.1.1.7.; *35 FW MET 1, 2, 3.*

M1	Time	Provide combat cross servicing and ground handling of transient fighter and AMC aircraft
M2	Time	Provide crash recovery

35 MXS MET 4: Provide munitions support, maintenance, and storage to support aerospace forces as evidenced by compliance with AFMAN 91-201, AFI 21-101, AFI and PACAFI 21-201, AFI and PACAF Sup 1 to 21-202, all items identified as critical mission performance tasks in PACAF Directory 90-509. **Conditions:** 1.3, 2.0, 3.1, 3.2. **Supports:** *35 FW MET 1, 2, 3.*

M1	Percent	* Serviceable WRM munitions available to support required PACAF and wing mission capabilities
M2	Percent	* Personnel trained to support immediate munitions stockpile outload, shipment, and follow-on receipt
M3	Percent	Inventory Accuracy Rate Of Munitions Maintained
M4	Amount	* Of future facility requirements based on mission changes and explosive weight reductions (all requirements identified)

35 CONS MET 1: Award and administer contracts as evidenced by the execution and completion of contracts to customer requirements and work statements/specifications IAW the Federal Acquisition Regulation and other applicable directives. **Conditions:** C1.0-physical environment, Descriptors: any, C2.0-military environment, Descriptors: any, C3.0-civil environment, Descriptors: any. **Supports:** PACAF/LG MET1, 2, 3, 4; PACAF MET1, 4, 7; AFT 6.1.1.3, 6.1.1.4, 6.1.1.13.; *35 FW MET 6.*

M1	Days	Construction Solicitations with assigned ATA
M2	Days	IFB/RFP Non-Commercial Services Solicitations
M3	Days	Commercial Services RFP/RFQ Solicitations

35 CONS MET 2: Ensure all personnel receive the appropriate contracting/procurement training and certification to accomplish their duties. **Conditions:** C1.0-physical environment, Descriptors: any, C2.0-military environment, Descriptors: any, C3.0-civil environment, Descriptors: any. **Supports:** PACAF/LG MET1, 3, 4; PACAF MET1, 4, 7; AFT 6.1.1.3, 6.1.1.4, 6.1.1.13.; *35 FW MET 6.*

M1	Percent	APDP Level I certified personnel in Level I coded positions
M2	Percent	APDP Level II certified personnel in Level II coded positions
M3	Percent	APDP Level III certified personnel in Level III coded positions

35 CONS MET 3: Ensure all deployable personnel are appropriately trained and equipped to support US Forces while serving as Contingency Contracting Officers (CCOs). **Conditions:** Descriptors: any, C3.0-civil environment, Descriptors: any. **Supports:** PACAF/LG MET 1,5,6,7; PACAF MET 1, 4, AFT 5.1, 6.1.1.1, 6.1.1.7, 6.4.3, 6.5.1.3, 6.6.1.1, 6.6.1.7, 6.6.1.8.; *35 FW MET 1, 3, 6.*

M1	Percent	Deployable persons fully trained (includes CON234)
M2	Qty	Available and Current Contingency Contracting Officer Kits Available

35 CONS MET 4: Ensure all International Merchants Purchase Authorization Card (IMPAC) holders are trained on the proper use of the card. Minimize the number of improper purchases; Maximize participation by both DoD organizations and Vendors. **Conditions:** C1.0-physical environment, Descriptors: any, C2.0-military environment, Descriptors: any, C3.0-civil environment, Descriptors: any. **Supports:** PACAF/LG MET1, 3, 4; PACAF MET1, 4, 7; AFT 6.1.1.3, 6.1.1.4, 6.1.1.13.; *35 FW MET 6.*

M1	Percent	IMPAC Utilization as a percent of eligible buys
M2	Qty	#Unauthorized commitments discovered per month

35 CONS MET 5: Ensure Quality Assurance Personnel and Functional Commanders/Directors are aware and trained to execute their contract monitoring duties/functions. **Conditions:** C1.0-physical environment, Descriptors: any, C2.0-military environment, Descriptors: any, C3.0-civil environment, Descriptors: any. **Supports:** PACAF/LG MET1, 3, 4; PACAF MET1, 4, 7; AFT 6.1.1.3, 6.1.1.4, 6.1.1.13.; *35 FW MET 6.*

M1	Days	Functional Commanders/Chiefs trained (days between assumption of position to being fully trained)
M2	Days	Quality Assurance Personnel trained Phase I (days between assumption of position to being fully trained)
M3	Days	Quality Assurance Personnel trained Phase II on all contracts (days between assumption of position to being fully trained)

35 SUPS MET 1: Procure and provide supplies and equipment for the wing IAW AFMAN 23-110, command and local standards as well as other applicable directives. **Conditions:** 1.1, 1.3, 2.0, and 3.0. **Supports:** PACAF/LG MET 1, 2, 3; *35 FW MET 1, 2, 3.*

M1	Percent	Stockage Effectiveness
M2	Percent	Issue Effectiveness
M3	Percent	Of RSP Fill Rates
M4	Percent	TNMCS Rates

35 SUPS MET 2: Organize, train, and equip personnel for peacetime and combat operational requirements as evidenced by mission tasking results. **Conditions:** C1.0-physical environment, C2.0-military environment. **Supports:** PACAF/LG MET 1, 2, 3; *35 FW MET 1, 2, 3.*

M1	Percent	Personnel Qualified on Core/Mission Essential Tasks
M2	Percent	Mobility Bag Availability

35 SUPS MET 3: Acquire, store, and dispense fuel to the wing and transient aircraft IAW AFMAN 23-201, command and local standards as well as other applicable directives.

Conditions: 1.1, 1.3, and 2.0. **Supports:** PACAF/LG MET 1, 2, 3; 35 FW MET 1, 2, 3.

M1	Percent	Of On Time Fuels Delivery
M2	Percent	Of Fuels Samples That Meet Air Force Standards

35 TRNS MET 1: Provide air and surface movement of cargo as evidenced by compliance with applicable directives. **Conditions:** C1.1, 1.3, 2.1, 2.2, 2.5, 2.8, 3.1, 3.2, 3.3. **Supports:** PACAF MET 1, 4, 5, AFT 6.4.1; 35 FW MET 1, 2, 3, 6.

M1	Time	2LM to Depot Transit Times
M2	Time	2LM Depot to Destination Transit Times
M3	Percent	Of HHG shipments inspected
M4	Time	Customs clearance
M5	Percent	Reusable container utilization
M6	Time	Inbound MICAP Receipt times

35 TRNS MET 2: Manage vehicle operations as evidenced by compliance with applicable directives. **Conditions:** C2.1, 2.2, 2.3, 2.4, 2.5, 2.6, 2.7, 2.8, 3.1, 3.3. **Supports:** PACAF MET 1, 4, 5, AFT 6.6.1.1.; 35 FW MET 3, 6.

M1	Time	For taxi response
M2	Degree	Of U/We Drive-it Support
M3	Time	For aircrew transport response

35 TRNS MET 3: Provide fleet maintenance as evidenced by compliance with applicable directives. **Conditions:** C2.1, 2.2, 2.3, 2.4, 2.5, 2.6, 2.7, 2.8, 3.1, 3.3. **Supports:** PACAF MET 1, 4, 5, AFT 6.1.1.9.1.; 35 FW MET 3, 6.

M1	Percent	Of fleet Mission Capable
M2	Percent	Of fleet Not Mission Capable for Maintenance
M3	Percent	Of fleet Not Mission Capable for Supply
M4	Percent	Of fleet fixed within 24 hours

35 TRNS MET 4: Provide deployment/reception services as evidenced by compliance with applicable directives and OPLAN taskings. **Conditions:** C1.1, 1.3, 2.1, 2.2, 2.5, 2.8, 3.1, 3.2 3.3. **Supports:** PACAF MET 4, AFT 6.; 35 FW MET 1, 2, 3.

M1	Degree	Of pallet build-up certification
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M2	Degree	Of hazardous cargo certification
M3	Degree	Of readiness training
M4	Degree	Of shelter training
M5	Degree	Of Mobility Machine training

Civil Engineering Standard Mission Essential Tasks

PACAF CE MET 1: Provide Installation Engineering that will plan, program, operate, sustain, and restore bases, airfields, infrastructure, and facilities at Air Force locations, permanent and contingency, command-wide. **Conditions: TBD Supports: TBD**

M1	Degree	Condition of bases, infrastructure and facilities
M2	Percent	Funding allocated versus requirement defined by major source category.

PACAF CE MET 2: Provide Housing Excellence that will ensure airmen and their dependents have access to adequate, safe, and affordable housing that meets or exceeds Air Force standards, command-wide. **Conditions: TBD Supports: TBD**

M1	Percent	Of capability to provide adequate housing to authorized personnel
M2	Percent	Of capability to provide adequate dormitory space to authorized personnel
M3	Percent	Funding allocated versus requirement for housing and dormitories.

PACAF CE MET 3: Provide Environmental Excellence that will create an environmentally compliant operating infrastructure and a responsible workforce through leadership, comprehensive training, awareness, and monitoring. **Conditions: TBD Supports: TBD**

M1	Degree	Number of open enforcement actions.
M2	Percent	Reduction of solid waste through diversion.
M3	Percent	Funding allocated versus requirement for environmental requirements.

PACAF CE MET 4: Provide Expeditionary Engineering that will support contingency tasking, Operational Plan requirements and EAF requirements. **Conditions: TBD Supports: TBD**

M1	Percent	Of capability to provide expeditionary support.
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PACAF CE MET 5: Provide the full spectrum of Emergency Services support that will include engineering, fire protection, explosive ordnance disposal (EOD), and disaster preparedness. **Conditions: TBD Supports: TBD**

M1	Percent	Of CE training and certification.
M2	Percent	Of capability to operate in a nuclear, biological and chemical (NBC) environment.

Communications Standard Mission Essential Tasks

35 SC MET 1: Provide national and multi-national air traffic control, landing, radar, meteorological and navigation systems to support flight in accordance with AFI 21-103, AFI 21-116, PACAF Sup 1 to AFI 21-116, AFJAM 11-225, PACAF standards, and technical orders.

Conditions: As determined by the Wing. **Supports:** PACAF MET 1, 2, 3, 4, 5, 7; **35 FW MET 7;** AFT 3.1, 3.1.1, 3.1.1.5, 6, 6.1.1.9, 6.1.1.10, 6.2, 6.2.1, 6.3.1, 6.3.2, 6.3.3, 6.3.4, 6.4.1, 6.4.2, 6.4.3, 6.4.4, 6.5, 6.5.1, 6.5.2, 6.5.3, 6.5.4, 6.6, 6.6.1, 6.6.1.2, 6.6.2, 6.6.3, 6.6.4, 6.7, 6.7.1, 6.7.2, 6.7.3, 6.7.4.

M1	Percent	*of UHF radios fully operational in the RFC and control tower
M2	Percent	*of VHF radios fully operational in the RFC and control tower
M5	Percent	*of instrument landing system glideslope availability
M6	Percent	*of instrument landing system localizer availability
M7	Percent	*of TACAN availability
M11	Cost	to train personnel.
M12	Time	to train personnel
M13	Cost	*Of spare parts, bench stock, and other supplies used

35 SC MET 2: Provide transmission facilities, network systems, switching systems, computer and software help desk support 24 hours per day, 7 days per week, land mobile radio, radio frequency spectrum management and secure and non-secure communication devices supporting voice and data services for all base customers in accordance with Department of Defense Directives, Defense Information System Agency standards, Air Force Instructions, PACAF standards, and technical orders. **Conditions:** As determined by the Wing. **Supports:** PACAF MET 1, 2, 3, 4, 7; **35 FW MET 6;** AFT 1.1, 1.2, 1.3, 1.4, 1.5, 1.6, 1.7, 3.1.1, 6, 6.1.1.10, 6.2, 6.2.1, 6.3.1, 6.3.1.1.4, 6.3.2, 6.3.3, 6.3.4, 6.4.1, 6.4.2, 6.4.3, 6.4.4, 6.5, 6.5.1, 6.5.2, 6.5.3, 6.5.4, 6.6, 6.6.1, 6.6.1.2, 6.6.2, 6.6.3, 6.6.4, 6.7, 6.7.1, 6.7.2, 6.7.3, 6.7.4, 7.1, 7.4.2.

M1	Percent	*of operator assistance delayed more than 25 seconds
M2	Percent	*of Milstar communications system availability
M3	Percent	*of Defense Red Switch Network availability
M4	Percent	*of Autodin Message availability
M5	Percent	*of WCCS/CTAPS system availability
M6	Percent	*of Global Command and Control System availability
M7	Percent	*of intelligence data handling system availability
M8	Percent	*of SIPRNET Network availability
M9	Percent	*of JWICS network availability
M10	Percent	*of Exchange email server availability
M11	Percent	*of Internet Proxy Server availability
M12	Percent	*of individual circuit availability
M13	Percent	*of land mobile radio trunked systems availability
M14	Percent	*of paging system availability
M15	Average	*of mean time between failures
M16	Average	*of mean time to restore systems
M17	Number	*of trouble calls
M18	Average	*of volume of traffic

M19	Cost	*of services
M20	Cost	to train personnel
M21	Time	to train personnel
M22	Time	*dedicated man-hours to provide computer maintenance

35 SC MET 3: Provide photographic, videographic, and graphics services for all base customers in accordance with Department of Defense directives and Air Force instructions.

Conditions: As determined by the Wing. **Supports:** PACAF MET 1, 2, 3, 4, 5, 7; **35 FW MET 3, 7;** AFT 1.1, 1.2, 1.3, 1.4, 1.5, 1.6, 1.7, 3.1, 3.1.1, 6.6.1.2, 6.6.1.10, 7.4.2.

M1	Percent	*of alert photographer availability during emergency, natural disaster, etc. within 1 hr upon notification
M2	Percent	*of standard photography work requests answered within 3 days
M3	Percent	*of standard graphics work requests answered within 5 days
M5	Number	*of accountability errors with accountable forms during each 6-month inventory
M6	Cost	*of bench stock and supplies in Visual Information
M7	Rating	*of customer surveys on product quality (AF Std: 9.8)
M8	Cost	*of services
M9	Cost	to train personnel

35 SC MET 4: Provide information assurance/information protection services for all base organizations in accordance with National Security Telecommunications Information Systems Security Instructions (NSTISSI), National Computer Security Center Publications, Air Force Systems Security Instructions (AFSSI), Air Force Systems Security Manuals (AFSSM), and Air Force instructions. **Conditions:** As determined by the Wing. **Supports:** PACAF MET 1, 2, 3, 4, 7; **35 FW MET 3, 7;** AFT 1.1, 1.2, 1.3, 1.4, 1.5, 1.6, 1.7, 3.1, 3.1.1, 6.6.1.2.

M1	Time	*to process certification & accreditation phase I package (days)
M2	Time	*to process certification & accreditation phase II package (days)
M3	Time	*to disseminate and implement AFCERT advisories (days)
M4	Time	*to conduct SIPRNET site survey and approve access (days)
M5	Time	*to identify and eliminate a computer virus (hours)
M6	Number	*of successful network intrusion attempts by category
M7	Number	*of COMSEC/Security Incidents annually
M8	Percent	*of requested COMSEC material available to support the wing mission
M9	Number	*semi-annual COMSEC inspections (90 days to correct discrepancies)
M10	Number	*annual COMSEC inspections (90 days to correct discrepancies)
M11	Time	*to Crypto system mean time between failures
M12	Time	*to Crypto system mean time to restore
M13	Number	*of network intrusion attempts by category
M14	Cost	to train personnel
M15	Time	to train personnel
M16	Cost	to protect systems

35 SC MET 5: Provide base information transfer service, publications and forms, information management, postal, electronic/non-electronic information storage, privacy act, publishing distribution office, base technical order distribution office, and base records management for all base customers in accordance with applicable public laws and Air Force instructions.

Conditions: As determined by the Wing. **Supports:** PACAF MET 1, 2, 3, 4, 7, AFT 1.1, 1.2, 1.3, 1.4, 1.5, 1.6, 1.7, 3.1, 3.1.1, 6.6.1.2, 6.6.1.10, 7.4.2; **35 FW MET 3, 7.**

M1	Percent	*on time mail delivery to all activity distribution offices
M2	Percent	*of express mail process for FedEx acceptance (overnight or 2nd day) within 5 minutes of receipt per package from customer
M3	Time	*for walk-in customers to wait for service (average)
M4	Percent	*of Freedom of Information Act requests processed within 20 working days
M5	Percent	*Privacy Act statements processed within 30 calendar days
M6	Percent	*of base central classified destruction facility availability
M7	Number	*annual Information Management staff assistance visits performed
M8	Average	*of storage volume space
M9	Percent	*of storage system availability
M10	Average	*of storage system mean time between failure
M11	Average	*of storage system mean time to restore
M12	Cost	to train personnel
M13	Time	to train personnel
M14	Cost	*of services
M15	Degree	of capability to provide postal support for all forces

35 SC MET 6: Plan, program, implement and manage requirements for implementation of new communications and computer systems or enhancements to existing systems and maintain base comprehensive blueprints for all base customers in compliance with Air Force Instructions.

Conditions: As determined by the Wing. **Supports:** PACAF MET 1, 2, 3, 4, 7, AFT 1.1, 1.2, 1.3, 1.4, 1.5, 1.6, 1.7, 3.1, 6.3.1.1.4, 6.6.1.2; **35 FW MET 3, 6, 7.**

M1	Time	*to provide technical solution and costing (days)
M2	Time	*to process a project support agreement (days)
M3	Time	*to reconcile and validate IMPAC account statement (days)
M4	Percent	*of CS vehicles availability to support mission requirements
M5	Number	*of requirements
M6	Time	*of requirements processing time
M7	Cost	to train personnel
M8	Time	to train personnel
M9	Cost	*of services

35 SC MET 7: Provide user training on secure/non-secure electronic/non-electronic information transfer, storage, processing, presentation, protection, and management systems in accordance with AF Instructions. **Conditions:** As determined by the Wing. **Supports:** PACAF MET 1, 2, 3, 4, 7; AFT 1.1, 1.2, 1.3, 1.4, 1.5, 1.6, 1.7, 6.6.1.2, 6.6.1.13; **35 FW MET 3, 6, 7.**

M1	Number	*of students trained
M2	Rating	*of customer surveys
M3	Cost	to train personnel
M4	Time	to train personnel
M5	Cost	*of services

35 SC MET 8: Provide accountability and utilization tracking of Automated Data Processing Equipment through interacting, training, monitoring, and supervising the ADPE activities of various ADPE Equipment Custodians/Account Holders in accordance with applicable AF 33 series instructions, DISA circulars, and other directives. **Conditions:** As determined by the Wing. **Supports:** PACAF MET 1, 2, 3, 4, 7; AFT 1.1, 1.2, 1.3, 1.4, 1.5, 1.6, 1.7, 3.1, 6.6.1.2; **35 FW MET 3, 7.**

M1	Percent	*of equipment that is accountable
M2	Cost	to train personnel
M3	Time	to train personnel
M4	Cost	* of services

35 SC MET 9: Provide trained personnel and equipment to provide voice, record, and data communications; a network control center; computer systems; administrative communication services; records management and publishing capability; gun camera, still photo, and video support; and information assurance to an Air Expeditionary Force operating in bare-base to main operating base environments in accordance with Joint guidance and Air Force standards. **Conditions:** 1.1 and 2.7.1 **Supports:** PACAF MET 1, 2, 3, 4, 7; AFT 1.1, 1.2, 1.3, 1.4, 1.5, 1.6, 1.7, 3.1, 6.6.1.2; **35 FW MET 3, 7.**

M1	Number	*maintain AEF SORTS/readiness rating at C3 or better
M2	Percent	*of AEF taskings filled
M3	Percent	*complete of lessons learned
M4	Percent	*participation in site specific AEF training during spin-up period

Services Standard Mission Essential Tasks

35 SV MET 1: Provide highly trained, equipped, and responsive readiness force for peacetime operations, contingencies and wartime tasking in compliance with AFI 10-201. IAW PACAF Mission statement and AFI.10.214. Conditions: C1.0-physical environment, *Descriptors*: any, C2.0-military environment, *Descriptors*: any, C3.0-civil environment, *Descriptors*: any. Supports: PACAF/SV MET 2,4,5 PACAF MET 1,5,7 AFT 6.1, 6.1.1, 6.1.1.13, 6.1.2, 6.1.3, 6.1.4.,6.6.1.9, 6.6.2, 6.6.3, 6.6.4

M1	C Rating	Status of resources and training system (SORTS)
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35 SV MET 2: Provide high quality, customer driven programs and services to enhance quality of life. IAW AFI 34.701 para 11.2. **Conditions:** C1.0-physical environment, *Descriptors*: any, C2.0-military environment, *Descriptors*: any, C3.0-civil environment, *Descriptors*: any. **Supports:** PACAF/SV MET 1,3 PACAF MET 4,5 AFT 6.1.1.24.

M1	Percent	Air Force Customer Feedback Survey Results. (Increase from prior year.)
M2	Number	Increasing availability of child care

35 SV MET 3: Maintain a strong financial position, to include aggressive pursuit of equipment and facility upgrade. IAW AF Policy Directive 34.2. A1.1.2, and AFI 34-201 chapter 2.2.11. **Conditions:** C1.0-physical environment, *Descriptors*: any, C2.0-military environment, *Descriptors*: any, C3.0-civil environment, *Descriptors*: any. **Supports:** PACAF/SV MET 1,2,3 PACAF MET 4,5 AFT 6.1.1.24.

M1	Percent	MWR Fund NIAD
M2	Percent	APF support for Category A activities
M3	Percent	APF support for Category B activities
M4	Ratio	Acid test ratio
M5	Percent	CDC matching funds; APF to Parent Fees

Director of Personnel Standard Mission Essential Tasks

35 MSS MET 1: Support and train military personnel flights and commander's support staff personnel. Provide military personnel services as evidenced by compliance with AFI 36-2110, AFD 36-26, and AFMAN 36-2622. Ensure Staff Assistance Visits are completed IAW AFCSM 36-699, Vol I, 1.3.3. **Conditions:** C1.0 Physical environment, C2.0-Military environment, C3.0 Civil environment, *Descriptors:* any. **Supports:** PACAF MET 7, AFT 6.1.1.16, AFT 6.6.1.13; **35 FW MET 6.**

M1	Percent	Of PCS orders provided IAW prescribed timelines
M2	Percent	Of personnel departing without PCS processing discrepancies
M3	Percent	Of personnel whose duty status change was not reported

35 MSS MET 2: Manage civilian resources, fill Jobs, manage performance, educate train and develop personnel, and promote workforce relations in support of mission readiness, for a US appropriated fund and local national workforce and as evidenced by meeting or exceeding applicable requirements, instructions, regulations, guidance, and laws. **Conditions:** Military environment, *Descriptors:* C2.1, C2.1.1.5, C2.1.3, C2.2.1, C2.2.1.1, C2.2.1.3, C2.2.1.4, C2.2.4.4, C2.2.4.5, C2.2.5, C2.2.5.6, C2.2.7, C2.8.5. **Supports:** PACAF MET 7; AFT 6.1.1.12, 6.1.1.13, 6.1.1.15, 6.5.1, 6.6.1.13; **35 FW MET 6.**

M1	Percent	Of utilization of planned work years
M2	Percent	Of utilization of civilian pay funding
M3	Percent	Of Emergency, Key and Contingency Essential positions filled
M4	Percent	Of Civilian Career Program fill rate
M5	Percent	Of personnel actions that meet regulatory Compliance

35 MSS MET 3: To provide family support services as evidenced by compliance with AFI 36-3009, 36-3011, 36-3022 and 36-3109 to meet all peacetime and combat operational requirements. **Conditions:** C1.0 Physical environment, C2.0-Military environment, C3.0 Civil environment, *Descriptors:* any. **Supports:** PACAF MET 4;7 AFT 6.1.1.15, 6.1.1.17, 6.6.1.3; **35 FW MET 4, 6.**

M1	Percent	*Of Family Support Center checklist items A1.12 met IAW PACAF DIR 90-503 and AFI 36-3009
M2	Percent	*Of pre-separation counseling completed 90 days prior to separation/retirement
M3	Percent	*Of newly appointed sponsors trained by FSC, as reported by the MPF

35 MSS MET 4: Promote combat readiness by providing quality Training and Education Programs. Provide Training, Professional Military Programs and Voluntary Education Programs for officers and enlisted. Provide a fully trained force, prepare personnel for positions of greater responsibility, and enhance education attainment in support of mission readiness. **Conditions:** C1.0 Physical environment, C2.0-Military environment; C3.0 Civil environment, *Descriptors:* any. **Supports:** PACAF MET 7, AFT 6.1. AFT 6.5, AFT 6.6; **35 FW MET 4.**

M1	Percent	Of fully trained enlisted members with code training status code R
M2	Percent	Of Senior Airman with over 48 months Time in Service who have completed Airman

	Leadership School
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35 MSS MET 5: Provide military personnel services through a wide array of programs, ranging from; awards/decorations, casualty assistance, performance reports, promotions, personnel reliability program, separations/retirements, reenlistments, and quality force actions as evidenced by compliance with applicable directives. Various AFIs, culminated in PACAFDIR 90-503, Personnel Quality Assessment (Mission Performance Checklist). **Conditions:** C1.0 Physical environment, C2.0 Military environment, C3.0 Civil environment, *Descriptors:* any. **Supports:** PACAF MET 1, 4, 7 AFT 6.1, 6.3, 6.5, 1.6, 6.7; **35 FW MET 4.**

M1	Percent	Of OPRs/EPRs late for promotion boards
M2	Number	Of late/erroneous PRP certifications from squadrons
M3	Percent	Of AF Forms 63 processed accurately
M4	Percent	Of contingency duty status reporting accuracy
M5	Percent	Of DD 214 timeliness
M6	Percent	Of Category 1 processing discrepancies
M7	Percent	Of 7-day assignment option reporting
M8	Number	Of Duty out of CAFSC
M9	Percent	Of Customer satisfaction survey
M10	Number	Of out of cycle requests submitted

35 MSS MET 6: Provide and account for forces in support of higher headquarters taskings and directives under specified physical, military, and civil conditions as evidenced by meeting all taskings administered by higher headquarters. **Conditions:** C1.0 Physical environment, C2.0 Military environment, 3.0 Civil environment, *Descriptors:* any. **Supports:** PACAF MET 2, 3, 7; AFT 6, 6.1, 6.1.1, 6.1.1.1, 6.1.1.10, 6.1.1.20, 6.3, 6.3.1, 6.3.1.2, 6.3.1.2.1, 6.3.1.2.2, 6.3.1.2.3, 6.3.1.4, 6.3.1.4.1, 6.4, 6.4.1, 6.4.1.1, 6.4.1.2, 6.4.2, 6.5, 6.5.1, 6.5.1.5, 6.5.2, 6.6, 6.6.1, 6.6.1.13, 6.6.2, 6.7, 6.7.1, 6.7.1.2, 6.7.1.3, 6.7.2; **35 FW MET 1, 2, 6, 7.**

M1	Percent	Of fully trained Personnel Support for Contingency Operations (PERSCO) teams provided as required by HQ PACAF
M2	Percent	Of required PERSCO Manpower and Personnel Module-Base (MANPER-B) equipment/supplies available/operational
M3	Percent	Of personnel deployed without discrepancies

Security Forces Standard Mission Essential Tasks

35 SF MET 1: Provide a secure environment through the application of police services, physical security, resource protection, combat arms, and Antiterrorism (AT) operations under any physical, military, and civil conditions to meet all peacetime and wartime contingencies. **Conditions:** 1.0, 2.0, 3.0, 1.3.1.1, 2.1.1, 2.1.1.1, 2.1.2, 2.1.3, 2.1.5, 2.2.1, 2.2.2, 2.2.3, 2.2.4, 2.2.7, 2.3.1, 2.3.2, 2.8.1, 2.8.6, 2.9, 3.1.1, 3.1.3, 3.1.3.2, and 3.3. **Supports:** PACAF MET 4; AFT 6, 6.1.1.10, and 6.5.1.5.

M1	Percent	Of security force members qualified with on-duty weapons
M2	Percent	Of assigned security forces to perform the mission
M3	Percent	Of assigned security forces trained to perform the mission
M4	Percent	Of assigned security forces equipped to perform the mission
M5	Percent	Of assigned security forces vehicles available to perform the mission
M6	Percent	Of priority resources protected to DoD, Air Force, or MAJCOM weapons systems standards
M7	Percent	Personnel trained on Level I Antiterrorism
M8	Percent	Of high risk vulnerability deficiencies fixed
M9	Percent	Of low risk vulnerability deficiencies fixed
M10	Percent	Crime rate per thousand
M11	Percent	Of force protection plans completed
M12	Percent	Of military working dogs available to meet mission needs
M13	Percent	Of loss/stolen restricted area badges

35 SF MET 2: Provide direction and services for Information/Industrial/Personnel Security Programs under any physical, military, and civil conditions to meet peacetime and wartime contingencies. **Conditions:** C1.3, 2.1.1, 2.1.1.1, 2.1.2, 2.1.3, 2.1.5, 2.2.1, 2.2.2, 2.2.3, 2.2.4, 2.2.7, 2.3.1, 2.3.2, 2.8.1, 2.8.6, 2.9, 3.1.1, 3.1.3, 3.1.3.2, and 3.3. **Supports:** PACAF MET 7, PAFAFT 3.15, 7.1, 7.2, 7.3, 7.4, 7.5; AFT 6.6, 6.6.1, 6.6.2, 6.6.3, 6.6.4.

M1	Percent	Of formally trained personnel to manage programs
M2	Percent	Of security incidents resulting in violations
M3	Percent	Of security incidents resulting in infractions
M4	Percent	Of unit security managers trained
M5	Percent	Of vault/secure room inspections completed
M6	Percent	Of program reviews completed
M7	Percent	Of periodic reinvestigations submitted
M8	Percent	Of security information files leading to revocation
M9	Percent	Of Visitor Group Security Agreements completed
M10	Percent	Of DD Form 254, Contract Security Classification Specification, available

35 SF MET 3 (3 SFS, 15 SFS, 18 SFS, 35 SFS, 36 SFS, 354 SFS, 374 SFS): Deploy a defense force to protect operational resources while operating under any physical, military, and civil conditions to meet peacetime or wartime contingencies. **Conditions:** 1.0, 2.0, and 3.0. **Supports:** PACAF MET 3, 4, and 7; AFT 2.15, 3.15 and 6.2.1.

M1	Percent	Of assigned security forces tasked to meet deployment operations
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M2	Percent	Of security forces trained to sustain air base defense operations
M3	Percent	Of individual equipment available to sustain air base defense operations
M4	Percent	Of LOGDET available to meet sustain air base defense operations
M5	Percent	Of assigned security forces not eligible for deployment
M6	Percent	Of assigned security forces currently qualified with heavy weapons qualifications to meet deployment commitments
M7	Percent	Of site surveys/vulnerability assessments completed for known deployment locations
M8	Percent	Of plans completed to meet deployment needs

Surgeon General Standard Mission Essential Tasks

35 SG MET 1: Provide Support to Employed Forces and Returning Casualties. Conditions: C1.0-physical environment, *Descriptors:* any, C2.0-military environment, *Descriptors:* any, C3.0-civil environment, *Descriptors:* any. Supports: 35 FW MET 2, NAF MET 2, PACAF MET 1, PACAF MET 7, AFT 6.1.1.1., 6.1.1.19., 6.1.2., 6.1.3., 6.2.1.4., 6.2.2., 6.2.3., 6.2.4., 6.6.1.4.

M1	Percent	Of active duty members assigned to the base where the MTF is physically located who are current on their Hepatitis A, Tetanus and influenza immunizations at the time they receive their annual influenza immunization for the AFMS Report Card Year
M2	Percent	Of Mission Availability: medical loss time not available to meet mission
M3	Percent	Of personnel, training, and WRM resources available as reported by SORTS

35 SG MET 1.1: Integrate PACOM readiness plans and requirements into all PACAF readiness training & development. **Conditions:** C1.0-physical environment, *Descriptors:* any, C2.0-military environment, *Descriptors:* any, C3.0-civil environment, *Descriptors:* any. **Supports:** 35 FW MET 1, 2, NAF MET 1, 2, PACAF MET 1, PACAF MET 7, AFT 6.1.1.1., 6.1.1.19., 6.1.2., 6.1.3., 6.2.1.4., 6.2.2., 6.2.3., 6.2.4., 6.6.1.4.

M1	Percent	Of forces organized, trained, and equipped
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35 SG MET 2: Provide A Managed Care System That Integrates Quality, Cost and Access. Conditions: C1.0-physical environment, *Descriptors:* any, C2.0-military environment, *Descriptors:* any, C3.0-civil environment, *Descriptors:* any. Supports: 35 FW MET 4, NAF MET 4, PACAF MET 5, PACAF MET 7, AFT 6.6.1.4, 6.6.2.

M1	Percent	Of ADAF members assigned to the base where the MTF is physically located who are enrolled in DEERS
M2	Percent	Of MTF enrollees in TRICARE Prime that are identified in the DEERS database
M3	Percent	Of beneficiaries that were seen within the 1-7-30 access standard

35 SG MET 2.1: Provide quality healthcare personnel & healthcare facilities by ensuring certification, accreditation, & other training requirements meet or exceed established medical standards. **Conditions:** C1.0-physical environment, *Descriptors:* any, C2.0-military environment, *Descriptors:* any, C3.0-civil environment, *Descriptors:* any. **Supports:** 35 FW MET 4, NAF MET 4, PACAF MET 2, PACAF MET 3, PACAF MET 7, AFT 6.2.2, 6.6.2.

M1	Percent	Certification, accreditation, & training standards associated, met, & maintained with each training program
M2	Percent	Of PACAF military treatment facilities maintaining JCAHO Accreditation

35 SG MET 3: Provide Comprehensive and Integrated Programs of Disease Prevention, Health Promotion and Fitness. **Conditions:** C1.0-physical environment, *Descriptors:* any, C2.0-military environment, *Descriptors:* any, C3.0-civil environment, *Descriptors:* any. **Supports:** 35 FW MET 1, 4, NAF MET 1, 4, PACAF MET 1, PACAF MET 4, PACAF MET 5, PACAF MET 7, AFT 6.2.1.1, 6.6.1.4, 6.6.1.9.6.

M1	Percent	Of active duty that have completed their Preventive Health Assessment within the last
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		17 months
M2	Percent	Of TRICARE Prime (enrollees age 17 and older assigned and active duty enrolled) to the MTF who had completed the Health Enrollment Assessment Review (HEAR) as of the last day of each quarter of the AFMS Report Card Year
M3	Percent	Of mammograms at the MTF for which the patient was informed of the results within 14 days of the date the test was performed
M4	Percent	Of all Pap Smear tests reported during a given month for which the patient was informed of results within 14 days of the date of the Pap Smear test
M5	Percent	Of active duty Air Force (ADAF) members on the base where the MTF is located who are in Dental Class 1 or 2
M6	Percent	Of active duty Air Force (ADAF) members on the adjusted base Alpha Roster who have been tested and met fitness standards according to the fitness program's FITSOFT database
M7	Percent	Of individuals 18 years old who were tested for glycohemoglobin/Hemoglobin A1C ordered by a provider practicing in the MTF during the Report Card Year
M8	Ratio	Of asthmatic patients age 39 or less who are on preventive medications
M9	Percent	Evidenced by compliance with all applicable directives & health standards

35 SG MET 4: Promote a Safe and Healthful Environment. **Conditions:** C1.0-physical environment, *Descriptors:* any, C2.0-military environment, *Descriptors:* any, C3.0-civil environment, *Descriptors:* any. **Supports:** 35 FW MET 1, 4, NAF MET 1, 4, PACAF MET 1, PACAF MET 4, PACAF MET 5, PACAF MET 7, AFT 6.2.1.1, 6.6.1.4, 6.6.1.9.6.

M1	Percent	Of industrial hygiene shop visits completed per month versus scheduled per month
M2	Percent	Of food facility inspections completed per month versus scheduled per month
M3	Percent	Of flyers DNIF
M4	Percent	Of 4T profiles

35 SG MET 5: Provide a Responsive and Sensitive Health Care Atmosphere. **Conditions:** C1.0-physical environment, *Descriptors:* any, C2.0-military environment, *Descriptors:* any, C3.0-civil environment, *Descriptors:* any. **Supports:** 35 FW MET 4, NAF MET 4, PACAF MET 5, PACAF MET 7, AFT 6.6.1.4.

M1	Percent	Of satisfaction with access to appointments
M2	Percent	Of satisfaction with access to system resources
M3	Time	TRICARE <u>encounter</u> waiting times standards
M4	Percent	Of satisfaction with quality
M5	Percent	Of healthcare providers giving advice on ways to stay healthy
M6	Number	Of days between the day appointment was made and the day provider seen
M7	Percent	Of customer expectation of number of days to wait for an appointment to occur
M8	Percent	Ease of making this appointment by phone
M9	Percent	Enrolled in TRICARE prime
M10	Percent	Vote with their feet
M11	Percent	Satisfaction with advice received about ways to avoid illness and stay healthy

Acknowledgment

The Misawa Performance Plan is a collaborative effort involving input from all units on our installation. If you have any questions or comments, please contact the 35th Fighter Wing Manpower and Organization Office at the following address or telephone numbers:

35 FW/MO
Unit 5009
APO AP 96319-5009

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Commercial from CONUS: 011-81-3117-66-9042

Copies of this plan are available on the 35th Fighter Wing Manpower and Organization Office's Website at <http://www.misawa.af.mil/orgs/mq/strat&.htm>

